STEM SCHOOL
HIGHLANDS RANCH

STEM School Highlands Ranch

Board of Directors Meeting

Monthly Meeting

Published on October 9, 2026 at 5:38 PM MDT
Amended on October 20, 2026 at 12:41 PM MDT

Date and Time

Wednesday October 21, 2026 at 5:30 PM MDT

Location

8920 Barrons Blvd
P-TECH Room 112
Highlands Ranch, CO 80129

Join from a PC, Mac, iPad, iPhone or Android device:
Please click this URL to join:
https://zoom.us/j/92516969428?pwd=tVZX37SEZbSn2QjJwRby7KnNodywRm.1
Passcode: 206805

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		Darrell Lomelino	1 m

		Purpose	Presenter	Time
D.	Reciting of the Mission Statement		Ganesh Kuppuswamy	1 m

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.

E.	Chair Opening Remarks		Carla Gustafson	5 m

II. Approve Meeting Minutes — 5:40 PM

A.	Board Meeting Sep 16th	Approve Minutes	Carla Gustafson	1 m
B.	Board Meeting Sep 30th	Approve Minutes	Carla Gustafson	1 m

III. Public Comment — 5:42 PM

The STEM Board of Directors values community input via public comment. Members of our STEM community are invited to speak in person during this portion of the agenda. Registered speakers are allotted up to three (3) minutes to address the Board.

- The Board does not respond to or debate public comments during the meeting. We are listening and your input has been noted for review.
- 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 info@kosonschools.org

A.	Public Comment Sign up link			10 m

https://www.stemk12.org/fs/form-manager/view/d0951f5c-6a8f-424d-a7cf-3b453a0fc0bb

		Purpose	Presenter	Time
IV.	**STEM School Highlands Ranch Updates**			**5:52 PM**
A.	Student Government Spotlight	FYI	LynAnn Kovalesky	15 m
B.	Executive Director Update	Discuss	LynAnn Kovalesky	30 m
	Executive Director LynAnn Kovalesky provides general update including proposed 27/28 calendar, enrollment update, and School Performance Framework and Unified Improvement Plan (SPF/UIP) Summary and Analysis and Q&A			
C.	Approve Proposed 27/28 Academic Calendar	Vote	LynAnn Kovalesky	5 m
D.	Approve SPF/UIP Update	Vote	LynAnn Kovalesky	5 m
E.	Proposed STEM Courses for 27/28	Vote	Adelita Campbell	10 m
	Proposed STEM Courses for 27/28 for Board approval			
F.	STEM Enrollment Policy	Vote	LynAnn Kovalesky	10 m
	Enrollment Policy update, for board approval			
G.	Resolution regarding DCSD MLO Ballot Initiative	Vote	Carla Gustafson	5 m
	Resolution supporting DCSD MLO Ballot initiative, for Board approval			
V.	**KOSON Schools**			**7:12 PM**
A.	CEO Update	Discuss	Matt Cartier	20 m
	• Strategic Planning Update			
B.	Authorize Treasurer to Accept Audit Report	Vote	Carla Gustafson	5 m
	Motion for Board Treasurer to accept the audit report on the Board's behalf prior to submission to DCSD, for Board approval.			
C.	Executive Session	Vote	Carla Gustafson	60 m
	Executive Session Discussions: The Board may vote to enter into executive session pursuant to C.R.S. § 24-6-402(4)(a & e) to discuss potential purchase, transfer, or sale of real estate for High School relocation project, Ridgeline Project, other potential projects, and for advice to negotiators regarding such options;			

		Purpose	Presenter	Time
	and pursuant to C.R.S. § 24-6-402(4)(e)(I) Determining positions relative to matters that may be subject to negotiations; developing strategy for negotiations; and instructing negotiators regarding ongoing litigation.			
D.	High School Relocation Project	Vote	Carla Gustafson	10 m
	Confirm path forward regarding High School Relocation project and STEM Master Plan			
E.	CEO Annual Goals	Vote	Erin Quigley	15 m
	E. Quigley presents proposed CEO Goals and key performance indicators, for Board approval			
F.	Bylaws Update	Discuss	Carla Gustafson	5 m
	C. Gustafson presents Bylaws update and Q&A			

VI. Consent Agenda — 9:07 PM

A.	Vote for Consent Agenda Items	Vote	Carla Gustafson	5 m

- First Amendment to DCSD Charter Contract for STEM School Highlands Ranch - Add Home school Enrichment Program, for Board approval
- Foundation Board Bylaws Update
- Committee One Pagers - Governance and Facility & Security

VII. Board Committee Updates — 9:12 PM

A.	Academic Excellence Committee Update	Discuss	Adelita Campbell	10 m
	Draft One Pager			
B.	CEO Support & Evaluation Committee Update	Discuss	Erin Quigley	5 m
	Draft One Pager			
C.	Facility & Security Committee Update	Discuss	Collin West	5 m
D.	Finance Committee Update	Discuss	Darrell Lomelino	5 m
E.	Governance Committee Update	Discuss	Carla Gustafson	5 m
F.	Strategic Plan/Growth Committee Update	Discuss	Ishmeet Kalra	10 m

		Purpose	Presenter	Time
	Draft One Pager that includes Networking and Outreach			
VIII.	**Board of Director's Updates**			**9:52 PM**
A.	Preview of Next Meeting Next Month's Meeting: • Budget Update presentation • Approve Committee One Pagers • Discuss Board Officer succession planning	FYI	Carla Gustafson	5 m
IX.	**Closing Items**			**9:57 PM**
A.	Adjourn Meeting Adjournment	Vote	Carla Gustafson	

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Coversheet

Board Meeting Sep 16th

Section:	II. Approve Meeting Minutes
Item:	A. Board Meeting Sep 16th
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Board of Directors Meeting on September 16, 2026

APPROVED

STEM SCHOOL
HIGHLANDS RANCH

STEM School Highlands Ranch

Minutes

Board of Directors Meeting

Monthly Meeting

Date and Time
Wednesday September 16, 2026 at 5:30 PM

Location
8920 Barrons Blvd
P-TECH Room 112
Highlands Ranch, CO 80129

Join from a PC, Mac, iPad, iPhone or Android device:
Please click this URL to join:
https://zoom.us/j/92516969428?pwd=tVZX37SEZbSn2QjJwRby7KnNodywRm.1
Passcode: 206805

Directors Present
A. Campbell, C. Gustafson, C. West, C. Wroblewski, D. Lomelino (remote), E. Quigley, G. Kuppuswamy, G. Wing, I. Kalra, R. Alleman, R. Asberry (remote)

Directors Absent
None

Directors who left before the meeting adjourned
D. Lomelino, R. Asberry

Guests Present

A. Cardinal, Dakotah Mann, L. Kovalesky, Laurie Veldhuizen, M. Cartier (remote), Michelle Gasser (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 Wednesday Sep 16, 2026 at 5:31 PM.

C. Pledge of Allegiance

D. Reciting of the Mission Statement

E. Chair Opening Remarks

Board Training and Leadership Development opportunities available, Amy will reach out through email with details.

Officer elections upcoming

II. Approve Meeting Minutes

A. Board Meeting June 26th

E. Quigley made a motion to approve the minutes from Board Meeting - Special Session on 06-26-26.
C. Wroblewski seconded the motion.
I. Kalra abstained
The board **VOTED** to approve the motion.

B. Board Meeting August 18th

E. Quigley made a motion to approve the minutes from Board of Directors Meeting on 08-18-26.
G. Wing seconded the motion.
Correcting that 1517 was projected for October 1st, 2026.
The board **VOTED** to approve the motion.

III. STEM School Highlands Ranch Updates

A. Executive Director Update

LynAnn Kovalesky

- Playground Ribbon Cutting on 9/21
- Homecoming Week Events 9/23
- Career Discovery 10/1
- MS Dance 10/3

Boosterthon fundraiser raised almost $80k with potential for corporate match!
Next year will have boosterthon and STEM Blastoff around homecoming

Elementary Playground Update - almost ready, and excitement is at its peak

Calendar survey sent out to community last month. 57.9% of the community voted for keeping the schedule the same as currently. Staff survey results didn't have a clear front runner. The recommendation is to keep it the same as current calendar. Vote next month on approval

We no longer have student advisory committee, so student surveys will be administered quarterly through student government.

Homeschool Update - Laurie Veldhuizen
K-8: Actively enrolled at 29, 2 pending, 6 interested but have not responded yet.

STEM School Highlands Ranch Enrollment Update
Net change K-12: -35 (-2.2%) from last reported; Year over year: +143 (+10.1%);
Projected update 1560 for October count 2026
Some challenges to solve are need for more supplies, and to redistribute students to lower class sizes.
Open enrollment will start 2 weeks earlier that DCSD.

2026 Achievement and Growth Data summary
SPF was 86% this year (last year it was 84.6%)
R. Asberry left at 6:30 PM.

B. Approve 26/27 Calendar Update

I. Kalra made a motion to update calendar to add late start testing days in October and April for 2026-2027 year.
R. Alleman seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. KOSON Schools

A. CEO Update

Matt Cartier

Summary of HS Relocation Update and Appeal to CDE reasons for denial
Draft of letter to LPS and DCSD to start discussions to have MOU agreement and negotiating the process. Discussion around path forward.

B. Mineral High School Path Forward

G. Wing made a motion to send letters as discussed to DCSD and LPS board members to request consideration of MOU for the high school relocation to Mineral location.
C. Wroblewski seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Homeschool Enrichment Enrollment Policy

I. Kalra made a motion to update to Homeschool Enrichment Enrollment Policy.
G. Wing seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. CEO Annual Goals

Erin Quigley

1. Define Koson Identity and Organizational Model
2. Build Leadership Ownership and Reliable Executions
3. Strengthen STEM flagship
4. Advance Strategic Improvements and New Revenue Streams

Discussion around details and feedback requested by Erin before end of the month

E. Board Assessment Report

Carla Gustafson

Summary of board processes, growth, strengths, and future opportunities

V. Consent Agenda

A. Vote for Consent Agenda Items

I. Kalra made a motion to approve the consent agenda.
A. Campbell seconded the motion.
The board **VOTED** unanimously to approve the motion.

VI. Board Committee Updates

A. Academic Excellence Committee Update

Adelita Campbell

-Still discussing meeting times
-Highlighted some changes and proposed data dashboard

B. CEO Support & Evaluation Committee Update

Carla Gustafson

-No big changes, some schedule changes

C. Facility & Security Committee Update

Collin West

-Brand new committee
-Discussing one pager and goals for the year

D. Finance Committee Update

Gina Wing/Darrell Lomelino

-Not many updates on one pager; some new goals on how to make financial data more clear for board
-Audit for last year in progress, board review in November
-Updated finance report in board book

E. Governance Committee Update

Carla Gustafson/Ronalea Alleman

-No major changes

F. Strategic Plan/Growth Committee Update

Ishmeet Kalra

-Still discussing goals and meeting times

VII. Board of Director's Updates

A. Preview of Next Meeting

Next Month's Meeting:

- Approve School Performance Framework/Unified Improvement Plan
- Approve Proposed 27/28 Calendar
- Approve CEO Annual Goals and KPIs
- Approve Committee One Pagers
- Discuss Board Officer succession planning

D. Lomelino left at 8:35 PM.

VIII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:39 PM.

Respectfully Submitted,
I. Kalra

Documents used during the meeting

- September_Board_Presentation_26_27-update.pdf
- Updated - 26-27 STEM Academic Calendar.pdf
- CEO Board Presentation 20260916.pptx.pdf
- Policy_Homeschool Enrichment Enrollment_2026.pdf
- Redline Changes - Policy_Homeschool Enrichment Enrollment.pdf
- Koson CEO Goals & S&E Processes_2026-2027 (1).pdf
- Presentation_2026 Board Assessment Results.pdf
- 2026-2027HomeSchoolCalendarUpdate.pdf
- September Board Presentation 26_27.pdf

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Coversheet

Board Meeting Sep 30th

Section:	II. Approve Meeting Minutes
Item:	B. Board Meeting Sep 30th
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Board Meeting - Special Meeting on September 30, 2026

APPROVED

STEM SCHOOL
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STEM School Highlands Ranch

Minutes

Board Meeting - Special Meeting

Date and Time
Wednesday September 30, 2026 at 6:00 PM

Location
Zoom webinar:
Join from PC, Mac, iPad, or Android:
https://zoom.us/j/99649482779?pwd=gocmAGFo8xoN3j97GRVNy6h5NNxfw1.1
Passcode: 444749

Directors Present
A. Campbell (remote), C. Gustafson (remote), C. West (remote), C. Wroblewski (remote), E. Quigley (remote), G. Kuppuswamy (remote), G. Wing (remote), I. Kalra (remote), R. Alleman (remote), R. Asberry (remote)

Directors Absent
D. Lomelino

Directors who arrived after the meeting opened
E. Quigley, G. Kuppuswamy, R. Asberry

Guests Present
A. Cardinal (remote), M. Cartier (remote), S. Milner (remote)

I. Opening Items

A. Call the Meeting to Order

C. Gustafson called a meeting of the board of directors of STEM School Highlands Ranch to order on Wednesday Sep 30, 2026 at 6:09 PM.

B. Record Attendance

II. High School Relocation Project

A. Executive Session

A. Campbell made a motion to Enter into executive session pursuant to C.R.S. § 24-6-402(4)(a & e) to discuss potential purchase, transfer, or sale of real estate for High School relocation project, other potential projects, and for advice to negotiators regarding such options.
C. Wroblewski seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

G. Wing	Aye
A. Campbell	Aye
I. Kalra	Aye
R. Alleman	Aye
C. Wroblewski	Aye
G. Kuppuswamy	Absent
E. Quigley	Absent
C. Gustafson	Aye
R. Asberry	Absent
D. Lomelino	Absent
C. West	Aye

R. Asberry arrived at 6:13 PM.
Executive session started 6:14 pm
G. Kuppuswamy arrived at 6:16 PM.
E. Quigley arrived at 6:20 PM.
Executive session ended 8:07pm

B. Resume Public Session

Public session resumed at 8:09pm

C. Real Estate Letter of Intent

E. Quigley made a motion to Motion to authorize Matt to finalize and execute Letter of Intent and NDA to purchase new real estate property.
R. Alleman seconded the motion.
The board **VOTED** to approve the motion.

III. Closing Items

A.

Adjourn Meeting

E. Quigley made a motion to adjourn the meeting.
I. Kalra 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 8:15 PM.

Respectfully Submitted,
I. Kalra

Documents used during the meeting

None

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Coversheet

Executive Director Update

Section: IV. STEM School Highlands Ranch Updates
Item: B. Executive Director Update
Purpose: Discuss
Submitted by:
Related Material: October Board Presentation 26_27-update.pdf

STEM SCHOOL
HIGHLANDS RANCH

2026-27

EXECUTIVE DIRECTOR UPDATE

LYNANN KOVALESKY | EXECUTIVE DIRECTOR

October 21, 2026

ONE TEAM.
ONE PROMISE.

ENDLESS
POSSIBILITIES.

ALWAYS
STUDENT FOCUSED.

STEM SCHOOL
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2026-27
School Performance Framework

STEM SCHOOL HIGHLANDS RANCH

ONE TEAM.
ONE PROMISE.

ENDLESS
POSSIBILITIES.

ALWAYS
STUDENT FOCUSED.

2026–2027
SCHOOL YEAR

2026 PRELIMINARY SCHOOL PERFORMANCE FRAMEWORK

LEARN • BELONG • INNOVATE • MAKE A DIFFERENCE

OVERALL SCHOOL RATING

86.0/100

PERFORMANCE PLAN

Based on the 2026 Preliminary School Performance Framework (single-year report). Official results will be released by the Colorado Department of Education in December 2026.

INDICATOR RESULTS

ACADEMIC ACHIEVEMENT	91.0% of eligible points	EXCEEDS
ACADEMIC GROWTH	76.8% of eligible points	MEETS
POSTSECONDARY & WORKFORCE READINESS	93.4% of eligible points	EXCEEDS

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2026 PRELIMINARY SPF RESULTS

BY SCHOOL LEVEL

2026–2027 SCHOOL YEAR

LEARN • BELONG • INNOVATE • MAKE A DIFFERENCE

ELEMENTARY SCHOOL

78.1% Overall Rating **PERFORMANCE PLAN**

ACADEMIC ACHIEVEMENT	88.6% of eligible points	EXCEEDS
ACADEMIC GROWTH	71.2% of eligible points	MEETS
POSTSECONDARY & WORKFORCE READINESS	93.1% of eligible points	EXCEEDS

MIDDLE SCHOOL

81.8% Overall Rating **PERFORMANCE PLAN**

ACADEMIC ACHIEVEMENT	88.6% of eligible points	EXCEEDS
ACADEMIC GROWTH	77.3% of eligible points	MEETS
POSTSECONDARY & WORKFORCE READINESS	93.4% of eligible points	EXCEEDS

HIGH SCHOOL

90.1% Overall Rating **PERFORMANCE PLAN**

ACADEMIC ACHIEVEMENT	96.0% of eligible points	EXCEEDS
ACADEMIC GROWTH	83.3% of eligible points	MEETS
POSTSECONDARY & WORKFORCE READINESS	93.4% of eligible points	EXCEEDS

Note: Based on the 2026 Preliminary School Performance Framework (single-year report). Official results will be released by the Colorado Department of Education in December 2026.

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2026–2027 SCHOOL YEAR

2026 PRELIMINARY SPF HIGHLIGHTS

LEARN • BELONG • INNOVATE • MAKE A DIFFERENCE

Strong Students. Brighter Futures!

KEY AREAS OF STRENGTH

ACADEMIC ACHIEVEMENT
Strong student performance across ELA, Math and Science.

91.0% of eligible points

EXCEEDS

ACADEMIC GROWTH
Continued progress and growth for our students.

76.8% of eligible points

MEETS

POSTSECONDARY & WORKFORCE READINESS
High graduation and postsecondary success.

93.4% of eligible points

EXCEEDS

Note: Based on the 2026 Preliminary School Performance Framework (single-year report).
Official results will be released by the Colorado Department of Education in December 2026.

ADDITIONAL HIGHLIGHTS

HIGH PARTICIPATION
Met 95% participation for both ELA and Math.

ACADEMIC ACHIEVEMENT
High percentile rankings in ELA, Math and Science across all student groups.

ACADEMIC GROWTH
Growth in ELA and Math meets state expectations.

POSTSECONDARY OUTCOMES
- Four-year graduation rate: **97.8%**
- Postsecondary matriculation rate: **76.5%**

AREAS OF FOCUS
- Continue to strengthen academic growth, particularly in ELA.
- Focus on growth for multilingual learners and students with disabilities.
- Build on our strong achievement and postsecondary outcomes.

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2026–2027
SCHOOL YEAR

SPF RESULTS OVER TIME

LEARN • BELONG • INNOVATE • MAKE A DIFFERENCE

A Strong Trajectory for Our Students!

STEM SPF SCORES | 2018 – 2026 (Preliminary)



CONSISTENT PERFORMANCE

Maintaining strong results over time.

PROGRESS

An overall increase of 2.3 percentage points since 2022.

FOCUS FOR THE FUTURE

Continue to build on our strengths and prioritize areas for growth.

Note: Based on single-year School Performance Framework (SPF) reports. 2026 results are preliminary. Official results will be released by the Colorado Department of Education in December 2026.

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27-28 School Calendar

STEM SCHOOL HIGHLANDS RANCH

STEM SCHOOL
HIGHLANDS RANCH

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POSSIBILITIES.

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STEM SCHOOL HIGHLANDS RANCH

Same Students. Higher Outcomes.

2027-2028 PROPOSED SCHOOL CALENDAR

2026–2027 SCHOOL YEAR

CURRENT CALENDAR

This calendar matches our **current** Academic Calendar and our current start and stop times.

- Maintains our current academic calendar and current start/dismissal times
- School-year start aligns with DCSD
- School year ends prior to Memorial Day
- Includes six Early Release Fridays

Benefits
Maintains our current calendar and schedule structure.

Considerations
The semesters are significantly unbalanced, with 76 student days in Semester 1 and 91 student days in Semester 2.

July 2027

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

August 2027

Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

11 Student: 22/16 Teacher Days

September 2027

Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

19 or 20 Student: 21 Teacher Days

October 2027

Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

16 Student: 16 Teacher Days

November 2027

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

17 Student: 17 Teacher Days

December 2027

Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	20	31	

12 Student: 13 Teacher Days

January 2028

Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

17 (ES)- 18 Student: 19 Teacher Days

February 2028

Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	39				

19 Student: 20 Teacher Days

March 2028

Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

18 Student: 18 Teacher Days

April 2028

Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

19 Student: 20 Teacher Days

May 2028

Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	29	31			

17 (ES) 18 Student: 20 Teacher Days

June 2028

Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

0 Teacher Days

- School Closed/Holidays
- First/Last Day of School
- Summer Office Hours/Tours
- Planning/Professional Development
- Tentative Graduation Day - School Closed- we will update August 2027
- Elementary Only – No School
- New Teachers Only
- Early Release Day
- Secondary Late Start Testing

- If for any reason the school must close, this calendar may be amended by the STEM Board of Directors to provide additional school days during vacations, or at the end of the present calendar.

NEVER STOP **INNOVATING.** | ONE TEAM. **ONE PROMISE.** | ALWAYS **STUDENT FOCUSED.**

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2026-27
UIP

STEM SCHOOL HIGHLANDS RANCH

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POSSIBILITIES.

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STEM SCHOOL HIGHLANDS RANCH

Same Students. Higher Outcomes.

FINALIZED UNIFIED IMPROVEMENT PLAN (UIP)

BOARD UPDATE

2026–2027 SCHOOL YEAR

Focused Today. Stronger Tomorrow.

OUR FOCUS

Build on our strong academic achievement by accelerating student growth, closing performance gaps, and creating greater consistency in instructional practices across all three school levels.

1 STRONG ACADEMIC ACHIEVEMENT

STEM continues to outperform state expectations in academic achievement.



Percentage of SPF points earned in Academic Achievement

2 IMPROVING ACADEMIC GROWTH

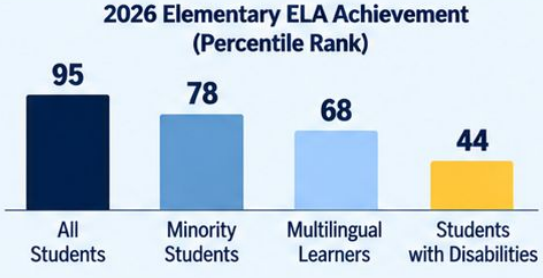
Academic growth has shown improvement but remains below our achievement and is a focus of our UIP.



Percentage of SPF points earned in Academic Growth

3 STUDENT PERFORMANCE GAPS REMAIN

Some student groups perform below the all-student group in both achievement and growth, particularly in ELA.



LEARN BOLDLY. | LEAD TOGETHER. | CREATE BRIGHTER FUTURES.

STEM SCHOOL HIGHLANDS RANCH

Same Students. Higher Outcomes.

OUR THREE STUDENT PERFORMANCE PRIORITIES

FINALIZED UIP | 2026–2027 SCHOOL YEAR

2026–2027 SCHOOL YEAR

Focused Today. Stronger Tomorrow.

1 ELEMENTARY
ELA GROWTH (Grades 3–5)

GOAL

Increase ELA academic growth for identified student groups and reduce growth gaps.

MEASURES & TARGETS

By the end of the 2026–2027 school year, median growth percentile will be:

Minority Students	Multilingual Learners	Students with Disabilities
51	**49**	**50**
Current: **48.5** (2026)	Current: **44.0** (2026)	Current: **46.0** (2026)

2 MIDDLE SCHOOL
ELA ACHIEVEMENT (Grades 6–8)

GOAL

Increase ELA academic achievement for students with disabilities.

MEASURE & TARGET

By the end of the 2026–2027 school year, mean scale score for students with disabilities will be:

735 | Current: **725.5** (2026) (Approaching)

This target moves the group toward the 25th percentile statewide and reflects meaningful growth from the 2026 baseline.

3 HIGH SCHOOL
MATH GROWTH

GOAL

Increase math academic growth for all students and reduce growth gaps for identified student groups.

MEASURES & TARGETS

By the end of the 2026–2027 school year, median growth percentile will be:

All Students	Students with Disabilities
55	**50**
Current: **50.0** (2026)	Current: **42.0** (2026)

NEVER STOP INNOVATING. | **ONE TEAM. ONE PROMISE.** | **ALWAYS STUDENT FOCUSED.**

Powered by BoardOnTrack

STEM SCHOOL HIGHLANDS RANCH

Same Students. Higher Outcomes.

FROM PLAN TO ACTION
IMPLEMENTING OUR FINALIZED UIP

BOARD UPDATE

2026–2027 SCHOOL YEAR

Focused Today. Stronger Tomorrow.

1 CONSISTENT, HIGH-QUALITY INSTRUCTIONAL PRACTICES

Strengthen and align instructional practices across all three school levels to support academic growth and reduce performance gaps.

- Use high-impact instructional strategies
- Increase the use of high-quality, standards-aligned curriculum
- Strengthen data-driven instructional decisions
- Provide targeted supports for identified student groups

2 TARGETED PROFESSIONAL DEVELOPMENT

Provide ongoing professional development focused on accelerating student growth, supporting students with disabilities and multilingual learners, and using assessment data to inform instruction.

- Evidence-based literacy and math strategies
- Differentiation and inclusive practices
- Assessment data analysis and progress monitoring
- Collaborative planning and implementation across grade levels and departments

3 PLC ACCOUNTABILITY & PROGRESS MONITORING

Grade-level, content, and department teams will set goals, implement action plans, and monitor progress throughout the school year.

- Regular analysis of benchmark and formative data
- Monitor implementation of strategies
- Adjust instruction based on student progress
- Ensure consistent outcomes across classrooms and school levels

KEY CHECKPOINTS

Monitor progress toward our targets with interim measures twice during the year.

JANUARY 2027

MID-YEAR CHECK-IN

- Review interim measures
- Analyze progress toward targets
- Adjust action plans as needed

MAY 2027

END-OF-YEAR REVIEW

- Evaluate progress on UIP measures
- Celebrate growth and successes
- Plan next steps for 2027–2028

LEARN BOLDLY. | **LEAD TOGETHER.** | **CREATE BRIGHTER FUTURES.**

STEM SCHOOL
HIGHLANDS RANCH

2026-27
ENROLLMENT UPDATE

STEM SCHOOL HIGHLANDS RANCH

ONE TEAM.
ONE PROMISE.

ENDLESS
POSSIBILITIES.

ALWAYS
STUDENT FOCUSED.

OCTOBER 1 ENROLLMENT UPDATE

K–12

1,560

October 1 Enrollment

Budgeted: 1,485

+75 students above budget

+5.1% above budget

Homeschool Enrichment (HSE)

29

October 1 Enrollment

Budgeted: 21

+8 students above budget

+38.1% above budget

Enrollment as of October 1, 2026.
Final funded count remains subject to attendance verification.

STEM School Highlands Ranch

NEVER STOP INNOVATING. | ONE TEAM. ONE PROMISE. | ALWAYS STUDENT FOCUSED.

STEM SCHOOL
HIGHLANDS RANCH

2026-27

SECTION TEMPLATE ADD TOPIC HERE

STEM SCHOOL HIGHLANDS RANCH

ONE TEAM.
ONE PROMISE.

ENDLESS
POSSIBILITIES.

ALWAYS
STUDENT FOCUSED.

Coversheet

Proposed STEM Courses for 27/28

Section: IV. STEM School Highlands Ranch Updates
Item: E. Proposed STEM Courses for 27/28
Purpose: Vote
Submitted by:
Related Material: New Courses for 27-28_Board_Slides.pdf

STEM SCHOOL
HIGHLANDS RANCH

AP NETWORKING

PROPOSED COURSE ADDITION

- Will run alongside existing Concurrent Enrollment (CE) courses CNG 1024 and CNG 1025.
- Allows students to choose AP or CE designation on their transcript.
- Allows students to take the AP exam while still earning CE credit.
- Provides access for students who do not meet CE prerequisites, since AP Networking has no prerequisites.
- Does not replace a current class; it adds the AP Networking name to existing course offerings.

KEY POINT An additional AP option within existing classes—not a replacement course.

STEM SCHOOL
HIGHLANDS RANCH

CE BIO 1112 – GENERAL BIOLOGY II

PROPOSED COURSE ADDITION

- Paired with existing Concurrent Enrollment (CE) course BIO 1111.
- Will run alongside AP Biology, which is already offered.
- Students can select the AP or CE option and sit for the AP exam at the end of the school year.
- Students choose whether AP or CE appears on their transcript.
- Completes the current CE Biology pathway: BIO 1111 is one semester, and BIO 1112 adds the second semester for a full-year option alongside AP Biology.

KEY POINT Completes a full-year CE Biology option while leveraging existing AP Biology.

STEM SCHOOL
HIGHLANDS RANCH

CE THEATER PLAY WRITE

PROPOSED COURSE ADDITION

- Introduces a new Concurrent Enrollment (CE) theater course.
- Could take the place of the current High School Theater II course.
- Provides a CE theater option to help strengthen high school theater enrollment.
- Students often favor CE courses for their GPA benefits, contributing to declining enrollment in high school theater courses.

KEY POINT Expand theater participation by offering a CE pathway.

STEM SCHOOL
HIGHLANDS RANCH

CE CSC 1100 – QUANTUM INFORMATION SCIENCE

PROPOSED COURSE ADDITION

- Introduces a new course to gauge student interest in quantum computing.
- The course is currently undergoing state approval.
- If approved and offered, STEM would be the first high school in the country to offer this course.
- A STEM teacher has been working with quantum curriculum creators to develop the course at the state level.

KEY POINT Explore a pioneering quantum computing course, pending state approval.

STEM SCHOOL
HIGHLANDS RANCH

CE PERSONAL FINANCE

PROPOSED COURSE ADDITION

- Beginning with the graduating class of 2027, high school students must complete Personal Finance to graduate.
- Our current required Personal Finance course does not offer CE or AP credit, which can negatively affect students' weighted GPA.
- A CE Personal Finance option would meet the graduation requirement while providing a CE pathway that helps protect students' GPA.
- Students may prefer CE Personal Finance over the AP option because the CE course is only one semester.

KEY POINT Meet graduation requirements through a one-semester CE option.

STEM SCHOOL
HIGHLANDS RANCH

AP PERSONAL FINANCE

PROPOSED COURSE ADDITION

- Beginning with the graduating class of 2027, high school students must complete Personal Finance to graduate.
- Our current Personal Finance course does not offer CE or AP credit.
- Because the course is required for graduation, its lack of CE or AP weighting can negatively affect students' weighted GPA.
- AP Personal Finance would fulfill the graduation requirement while offering an AP option that helps protect students' weighted GPA.

KEY POINT Meet graduation requirements through an AP option with weighted GPA benefits.

STEM SCHOOL
HIGHLANDS RANCH

THEATER TECH II

PROPOSED COURSE ADDITION

- Our current Theater Tech course covers a substantial amount of content that is difficult to complete in one semester.
- The teacher proposes splitting the content into two courses: Theater Tech I and Theater Tech II.
- The two-course sequence would give students more time to explore concepts and deepen their learning.
- Adding Theater Tech II would also expand elective course options for middle school students.

KEY POINT Provide deeper Theater Tech instruction and expand middle school electives.

STEM SCHOOL
HIGHLANDS RANCH

MS BEST ROBOTICS II

PROPOSED COURSE ADDITION

- Our current MS Best Robotics course includes a substantial amount of content that is difficult to cover in one semester.
- The teacher proposes splitting the course into two classes: MS Best Robotics I and MS Best Robotics II.
- A two-course sequence would allow students to explore robotics concepts in greater depth and strengthen their learning.
- Adding MS Best Robotics II would provide another elective option for middle school students.

KEY POINT Allow deeper robotics learning while expanding middle school electives.

Coversheet

STEM Enrollment Policy

Section: IV. STEM School Highlands Ranch Updates
Item: F. STEM Enrollment Policy
Purpose: Vote
Submitted by:
Related Material: Update 10-20 Policy_Enrollment_2026-10.pdf
Update 10-20 Redlines_Policy_Enrollment_2026-10.pdf
Working - Policy_Enrollment_20261007.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 conducts annual open enrollment and choice enrollment processes, in alignment with DCSD open enrollment schedule. Parents/guardians must submit an application to enroll their student(s) in STEM. In accordance with District Policies JCA/JFB and JCA/JFB-R, the first round open enrollment period will commence November 1st and end on December 1st annually unless either day is not a school day, in which case the next regular school day will be the opening or closing day respectively. Applications for the second round must be submitted between January 22 and August annually unless either day is not a school day, in which case the next regular school day will be the opening or closing day, respectively. Applicants may apply to as many schools as they choose during either period.

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
- 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. Applicants with priority as siblings, Founding Families, and staff members must indicate an Enrollment Priority Request on the enrollment application in order to provide proof they meet these enrollment priority criteria.

Applicants not accepted during enrollment by STEM during the First Round Open Enrollment Application period will automatically be placed on the annual prioritized list.

During the Second Round Open Enrollment Application period, the following priorities will be used to reorder the annual prioritized list in accordance with this policy:

- First Priority: Siblings of current STEM students and sibling applicants of a student

who has accepted an enrollment offer and completed the enrollment process for the same school year.
- Second Priority: Founding Families, children and grandchildren of current STEM staff, and children and grandchildren of staff who have formally accepted an offer of employment for the applicable school year.

All other applicants will be considered in the order received, subject to space availability.

For purposes of this section, completing the enrollment process means the family has accepted the offer and satisfied all required enrollment requirements established by DCSD and STEM.

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 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. Admissions and Enrollment

Open Enrollment Round 1

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 Acceptance and Enrollment period deadline. If a deadline falls on a non-work day, it will be adjusted to the next business day.

Open Enrollment Round 2

Once issued an offer of enrollment during the Second Round Open Enrollment Application period, parents/guardians must complete the Enrollment Phase, by returning all enrollment forms and documents within five working days of when the enrollment offer was issued.

E. Enrollment Acceptance and Family Responsibilities

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, if applicable. Under DCSD policy, by accepting an offer of enrollment at STEM, you have established STEM as your student's assigned school through 12th grade.

Enrollment Policy

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.

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 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.

Enrollment Policy

For eligible students, STEM offers a STEM School Highlands Ranch New Student Choice Application process available on the STEMK12.org website. Once issued an offer of enrollment during the Choice Enrollment Application period, parents/guardians must complete the Enrollment Phase, by returning all enrollment forms and documents within five working days of when the enrollment offer was issued.

I. Transfers
Students may choose to enroll in STEM after the 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 _____.
(mm/dd/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
Revised: June 2026
Revised: October 2026

Enrollment Policy

STEM SCHOOL HIGHLANDS RANCH POLICY
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Open Enrollment Round 2

Once issued an offer of enrollment during the Second Round Open Enrollment Application period, parents/guardians must complete the Enrollment Phase, by returning all enrollment forms and documents within five working days of when the enrollment offer was issued.

Enrollment Policy

E. Enrollment Acceptance and Family Responsibilities

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Enrollment Policy

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Approved by the STEM School Board on _____.
(mm/dd/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
Revised: June 2026
Revised: October 2026

Enrollment Policy

STEM SCHOOL HIGHLANDS RANCH POLICY
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DRAFT

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Open Enrollment Round 1

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Open Enrollment Round 2

Once issued an offer of enrollment during the Second Round Open Enrollment Application period, parents/guardians must complete the Enrollment Phase, by returning all enrollment forms and documents within five working days of when the enrollment offer was issued.

DRAFT

E. Enrollment Acceptance and Family Responsibilities

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G. Vacancies

Should a vacancy become available prior to the end of the Second Round Open Enrollment

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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 website. Once issued an offer of enrollment during the Choice Enrollment Application period, parents/guardians must complete the Enrollment Phase, by returning all enrollment forms and documents within five working days of when the enrollment offer was issued.

I. Transfers
Students may choose to enroll in STEM after the 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 _ _.
(mm/dd/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
Revised: June 2026
Revised: October 2026

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Coversheet

Resolution regarding DCSD MLO Ballot Initiative

Section:	IV. STEM School Highlands Ranch Updates
Item:	G. Resolution regarding DCSD MLO Ballot Initiative
Purpose:	Vote
Submitted by:	
Related Material:	Koson Board Resolution declaring support for MLO 10212026.pdf

RESOLUTION DECLARING SUPPORT FOR DOUGLAS COUNTY DISTRICT'S 2026 MILL LEVY OVERRIDE PROPOSAL

WHEREAS, STEM School Highlands Ranch (the "School") is a charter school duly organized and existing under the constitution and laws of the State of Colorado, including the Colorado Charter Schools Act, C.R.S. § 22-30.5-101, et seq. and a charter authorized by the Board of Education of Douglas County District Re-1 (the "District"); and

WHEREAS, the Board of Education of the District has determined that the interest of the District and the public interest and necessity demand and require that the District seek voter approval for a tax increase increase of $54,000,000 for District purposes as described in the Override Question below to provide additional funds for the District's general operating expenses pursuant to Section 22-54-108, C.R.S.; and

OVERRIDE QUESTION:

SHALL DOUGLAS COUNTY SCHOOL DISTRICT NUMBER RE1 TAXES BE INCREASED $54 MILLION COMMENCING IN 2026 FOR TAX COLLECTION IN YEAR 2027 TO BE USED FOR GENERAL FUND PURPOSES INCLUDING:

RETAIN AND ATTRACT TOP QUALITY TEACHERS AND STAFF, WITH SALARIES TO BE MORE COMPETITIVE WITH NEIGHBORING DISTRICTS, AND TO BETTER KEEP PACE WITH INFLATION;

SUPPORT INCREASING COSTS OF SCHOOL SECURITY, INCLUDING SCHOOL RESOURCE OFFICERS;

REDUCE STUDENT WAITLISTS FOR CAREER AND TECHNICAL EDUCATION PROGRAMMING, INCLUDING THE TRADES;

RESTORE STUDENT PROGRAMMING, SUCH AS INSTRUMENTAL MUSIC IN ELEMENTARY SCHOOLS;

AND BE IMPOSED ANNUALLY THEREAFTER FOR THE ABOVE PURPOSES BY WHATEVER AMOUNTS ARE RAISED BY THE IMPOSITION OF A MILL LEVY WHICH, WHEN COMBINED WITH PRIOR VOTER APPROVED OVERRIDE QUESTIONS, SHALL PRODUCE REVENUE NOT TO EXCEED THE LIMIT ESTABLISHED FOR THE DISTRICT BY SECTION 22-54-108(3)(B)(VI), C.R.S., AND SHALL THE REVENUES FROM SUCH TAXES AND ANY EARNINGS FROM THE INVESTMENT OF SUCH REVENUES BE COLLECTED AND SPENT AS A VOTER APPROVED REVENUE CHANGE UNDER ARTICLE X, SECTION 20 OF THE COLORADO CONSTITUTION AND ANY OTHER LAW; AND SHALL THE DISTRICT'S EXPENDITURES BE SUBJECT TO AN ANNUAL INDEPENDENT AUDIT POSTED ON ITS WEBSITE AND BE SUBJECT TO OVERSIGHT BY A CITIZENS' COMMITTEE?

WHEREAS, in order to fund such increased operational expenditures, the Board of Education of the District has approved a $54 million mill levy override question to be submitted to the voters of the District on the November 3, 2026 ballot; and

WHEREAS, the School serves students and parents in partnership with the District, and the District has agreed to forward 24% of revenues generated by the 2026 MLO Measure to DCSD charter schools (based on enrollment), including the School, should the measure be approved by the voters; and

WHEREAS, the revenues the School will receive should the ballot measure be approved will help to make compensation for teachers and staff more competitive, and

WHEREAS, C.R.S. § 1-45-117(1)(b)(III), authorizes governing boards to pass a resolution taking a position of advocacy on local ballot issues and disseminating that position;

NOW, THEREFORE, be it resolved that the School hereby SUPPORTS THE 2026 MLO MEASURE and urges the passage of this measure at the November 3, 2026 election.

Adopted October 21, 2026

_____, Board Chairperson

Carla Gustafson

_____, Board Secretary

Ishmeet Kalra

Coversheet

CEO Update

Section: V. KOSON Schools
Item: A. CEO Update
Purpose: Discuss
Submitted by:
Related Material: CEO Board Presentation 20261021.pptx (1).pdf

CEO UPDATE

KOSON SCHOOLS

Board Meeting | October 21, 2026

CONTENTS

1. HS Relocation Update
2. Design Studio / Leadership Update
3. Strategic Plan Update

Coversheet

CEO Annual Goals

Section: V. KOSON Schools
Item: E. CEO Annual Goals
Purpose: Vote
Submitted by:
Related Material: Koson CEO Goals Oct 2026.pdf

STEM SCHOOL
HIGHLANDS RANCH

2026-2027

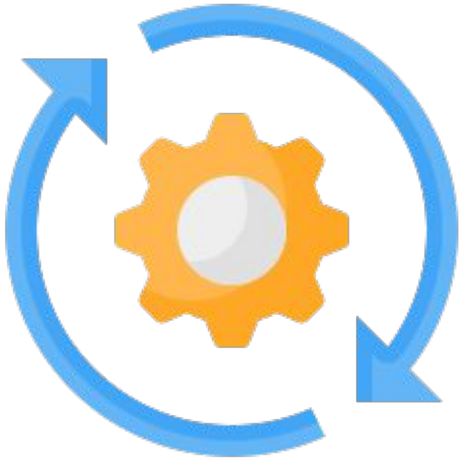
KOSON CEO SUPPORT + EVALUATION Updates

STEM SCHOOL
HIGHLANDS RANCH

CEO Goals 2026-2027

PROCESS REVIEW

3 KEY MOMENTS



1. BEGINNING-OF-YEAR GOAL SETTING ← *We are here*

- CEO & Support and Evaluation Committee set annual goals/evidence aligned with the annual strategic plan
- Board reviews Goals
- Board votes to approve Goals
- Board reviews Key Results
- Board votes to approve Key Results

2. MID-YEAR CHECK-IN

- CEO assesses progress towards goals and key results shares the reflection with the board
- [Executive Session] Board reviews the reflection and synthesizes commendations and recommendations for a mid-year report
- Board votes on mid-year report

3. END-OF-YEAR EVALUATION

- CEO's direct reports complete the Board on Track CEO survey
- CEO completes the Board on Track End-of-Year Self Assessment and report
- Board completes the Board on Track End-of-Year CEO Assessment
- [Executive Session] Board synthesizes commendations and recommendations (using the data points above)
- Board votes on end-of-year report

STEM SCHOOL
HIGHLANDS RANCH

CEO Goals 2026-2027

BOY GOAL-SETTING

Goal 1: Establish and operationalize Koson's identity, strategy, and organizational model

Create a shared, operational picture of Koson: what we stand for, how the network works, and how it will grow.

- Finalize Koson's identity and strategic direction
- Clarify roles and decision rights
- Demonstrate improved organizational clarity
- Use the framework in significant decisions

Goal 2: Build Leadership Ownership and Reliable System for Execution

Turn strategy into a manageable set of priorities that leaders own and deliver reliably.

- Limit and define the enterprise priority portfolio
- Require explicit tradeoffs before adding new work
- Improve execution reliability
- Strengthen direct-report ownership and accountability
- Reduce CEO-dependent execution
- Improve the staff experience of execution

Goal 3: Strengthen STEM as the Flagship

Ensure STEM demonstrates strong academic, operational, financial, and community health while delivering a distinctive problem-based learning model.

- Maintain a healthy flagship
- Demonstrate the quality of STEM's educational model
- Develop and demonstrate use of priority assets

Goal 4: Advance Strategic Improvements and Develop New Revenue Streams

Pursue facility, program, and growth opportunities that strengthen Koson's long-term sustainability.

- Advance the STEM facility growth plan
- Advance the Homeschool Program
- Consider additional growth pathways with clear demand, ownership, and financial plans
- Apply explicit flagship-protection gates before advancing investments

Coversheet

Bylaws Update

Section: V. KOSON Schools
Item: F. Bylaws Update
Purpose: Discuss
Submitted by:
Related Material: Working Version - Koson Board Bylaws_Redline_20261007.pdf

BYLAWS OF KOSON SCHOOLS

d/b/a

SCIENCE TECHNOLOGY ENGINEERING

AND MATH (STEM) SCHOOL HIGHLANDS RANCH

ARTICLE I

Offices

Section 1.1. Principal office. The principal office of Koson Schools d/b/a STEM School Highlands Ranch (the "Corporation") shall be located at the main campus of the school which is currently 8920 Barrons Blvd, Highlands Ranch, CO 80129. The Corporation may change its principal office from time to time without revising these Bylaws. The Corporation may have such other offices within Colorado as the Board of Directors may designate or as the business of the Corporation may require from time to time.

Section 1.2. Registered Office. The registered office required by the Colorado Revised Nonprofit Corporation Act, C.R.S. §7-21-101 through 7-137-301 (the "Act") to be maintained in Colorado may be, but need not be, identical with the principal office and the address of the registered office may be changed from time to time by the Board of Directors.

ARTICLE II

Members

Section 2.1. Members. Each parent or legal guardian of a child enrolled at STEM School shall be a voting member of the Corporation. Such membership will terminate when the child is no longer enrolled at the school.

Section 2.2 Member Meetings. The timing and conduct of regular and special meetings of the members shall be determined from time to time by resolution of the Board of Directors. A regular annual meeting of the Board of Directors shall be held at least annually for the purpose of seating newly elected Directors and for the transaction of such other business as may come before the Board.

ARTICLE III

Board of Directors

Section 3.1. General Powers. The business and affairs of the Corporation shall be managed by its Board of Directors (individually, "Directors," and collectively the "Board of Directors" or the "Board"), except as otherwise provided in the Colorado Revised Nonprofit Corporation Act, C.R.S. §7-21-101 through 7-137-301 (the "Act"), The Colorado Charter Schools Act, the articles of incorporation or these bylaws.

Section 3.2. Board Composition.

(a) The Corporation shall have eleven Directors. There shall be three Class A Directors and eight Class B Directors.

(b) Class A Directors shall consist of parents (or guardians) of students enrolled in STEM School. Class A Directors shall hold office for a term of three years (extending from June 1 of the year of appointment to May 31 three years later). One Class A director shall be elected each year by a majority vote of the voting members. Nominations for Class A Director positions may be made by any voting member. The Board shall establish procedures for nominations and elections consistent with these bylaws.

(c) Class B Directors shall be appointed by majority vote of the Board of Directors. Class B Directors shall hold office for a term of three years (extending from June 1 of the year of appointment to May 31 three years later). Two or three Class B directors shall be appointed each year, depending on the Class B terms expiring each year.

Section 3.3. Resignation; Removal; Vacancies.

(a) Resignation. Any Director may resign at any time by giving written notice to the Chair or to the Secretary. A Director's resignation shall take effect at the time specified in such notice, and unless otherwise specified in the notice, the acceptance of such resignation shall not be necessary to make it effective.

(b) Removal. Class A Directors are considered disqualified from continuing their term if they are no longer a parent/guardian of an enrolled student. Directors may be removed by the voting members with or without cause in accordance with Section 7-128-108 of the Act. For a Class A Director to be removed, a two-thirds vote of the other Directors then in office is required to authorize a special election by the voting members to remove the Class A Director. The special election could be utilized to both confirm removal and fill the vacancy per Section 3.3(c). Class B Directors may be removed with or without cause by a two-thirds vote of the other Directors then in office if it is determined to be in the best interests of the Corporation.

(c) Vacancies. Subject to Section 3.3.(b), as it relates to removal of a Director, in the event any vacancy shall occur on the Board of Directors because of death, resignation, disqualification, or other cause.

Any Class B vacancy occurring in the Board of Directors shall be filled by the Board of Directors by majority vote of the remaining Directors.

Any Class A vacancy occurring in the Board of Directors shall be filled through a special election of the voting members. The special election shall be held within 3 regular meetings.

A Director appointed to fill a vacancy shall hold the office for the unexpired term of such Director's predecessor in office and shall be of the same Director class (Class A or Class B) as their predecessor.

Any Directorship to be filled by reason of an increase in the number of Directors shall be filled by the affirmative vote of a majority of the Directors then in office. A vacancy that will occur at a specific later date may be filled before the vacancy occurs, but the new Director may not take office until the vacancy occurs.

Section 3.4. Regular Meetings. The Board of Directors shall provide by resolution the time and place of the holding of regular meetings.

Section 3.5. Special Meetings. Special meetings of the Board of Directors may be called by the Chair or a majority of Board members. The person or persons authorized to call special meetings of the Board of Directors may fix any place as the place for holding any special meeting of the Board of Directors called by them.

Section 3.6. Notice to Directors. The Corporation shall provide notice of all meetings in compliance with the Colorado Open Meetings Law, C.R.S. § 24-6-401 *et seq.* Public notice of the annual meeting shall be posted on the School's website no less than 24 hours prior to the holding of the meeting. Moreover, notice to Directors of any meeting shall be given by electronic communication, email, or other electronic means reasonably calculated to receive each director. A Director waives notice of a meeting by attending or participating in the meeting unless, at the beginning of the meeting, they object to the holding of the meeting or the transaction of business at the meeting.

Section 3.7. Quorum. A majority of the Directors in office immediately before a meeting begins shall constitute a quorum for the transaction of business at any meeting of the Board of Directors. If less than a quorum are present at a meeting, a majority of the Directors present may adjourn the meeting from time to time without further notice for a period not to exceed 60 days at any one adjournment.

Section 3.8. Manner of Acting. The act of a majority of the Directors present at a meeting at which a quorum is present shall be the act of the Board of Directors, unless a greater number is required by law or the articles of incorporation.

Section 3.9. Compensation. By resolution of the Board of Directors, any director may be paid their expenses, if any, of attendance at meetings. No such payment shall preclude any director from serving the Corporation in any other capacity and receiving compensation therefor.

Section 3.10. Presumption of Assent. A Director present at a meeting where action is taken is presumed to have assented unless they: (i) object at the beginning of the meeting to holding the meeting or transacting business; (ii) request their dissent be entered in the minutes during the meeting; or (iii) deliver written notice of dissent to the presiding officer before adjournment or to the secretary immediately after adjournment. A Director who votes in favor of an action may not dissent to that action.

Section 3.11. Committees. The Board of Directors, by majority vote, may designate from among its members an executive committee and other committees with such powers and duties as the Board determines.

Section 3.12. Advisory Committees. The Board of Directors, by majority vote, may appoint advisory committees consisting of Directors or non-Directors. Advisory committee members are not deemed to be Directors, officers, or employees of the Corporation and shall not participate in operating management. The Board shall determine advisory committee meeting schedules, compensation (if any), scope of advice, and appointments. Advisory committee members serve at the pleasure of the Board.

Section 3.13. Remote Participation and Virtual Meetings.

(a) Directors may participate in any meeting of the Board of Directors or any committee thereof through any means of communication by which all persons participating in the meeting can simultaneously hear one another or otherwise communicate with one another in real time. Participation by such means shall constitute presence in person at the meeting.

(b) The Board of Directors may hold meetings entirely by remote communication, without any directors being physically present at the same location, if all participants can hear or otherwise communicate with one another throughout the meeting.

(c) Any action required or permitted to be taken at a meeting of the Board of Directors or any committee thereof may be taken without a meeting if written consent to the action is given by all Directors or committee members entitled to vote on the action. Such written consent may be provided and delivered by electronic transmission and shall have the same force and effect as a unanimous vote at a meeting.

Section 3.14. Standard of Care.

(a) A Director shall perform their duties in good faith, in the Corporation's best interests, and with the care of an ordinarily prudent person in a similar position.

(b) A Director may rely on information, opinions, reports, or statements prepared by: (i) officers or employees the Director reasonably believes to be reliable and competent; (ii) legal counsel, accountants, or other professionals within their area of expertise; or (iii) Board or advisory committees on which the Director does not serve. Such reliance is not in good faith if the Director has knowledge making such reliance unwarranted.

(c) No Director shall permit their position to create a conflict between their personal business activities and the Corporation's interests.

ARTICLE IV

Officers

Section 4.1. General. The officers of the Corporation shall be a chair, one or more vice chairs (if the Corporation desires to have a vice chair(s)), a secretary, and a treasurer. The Board of Directors may appoint such other officers, assistant officers, and agents, who shall be chosen in such manner and hold their offices for such terms and have such authority and duties as from time to time may be determined by the Board of Directors. One person may not simultaneously hold the office of Chair and secretary.

Section 4.2. Officer Election and Term of Office.

(a) Chair. The Board of Directors shall elect a chair from among the entire Board by a vote of no less than two-thirds of the Directors (the "Chair"). The term of such Chair shall be for a period of two years or until such time as their respective successor is duly elected and qualified. The Chair shall preside over all meetings of the Board of Directors.

(b) Other Officers. The officers of the Corporation shall be appointed annually by the Board of Directors. Each officer shall hold office until their successor is duly elected and qualified, or until their death, resignation, or removal.

Section 4.3. Removal.

(a) The Chair may be removed from the office of Chair (but not from the Board) by a two-thirds vote of the other Directors at any time, with or without cause.

(b) Any other officer may be removed by a majority vote of the Board of Directors at any time, with or without cause.

(c) Removal from an officer position shall not affect the Director status of any individual who also serves as a Director. Such removal, however, shall be without prejudice to the contract rights, if any, of the person so removed. Election or appointment of an officer shall not itself create contract rights.

Section 4.4. Vacancies. A vacancy in any office, however occurring, may be filled by the Board of Directors for the unexpired portion of the term.

Section 4.5. Duties of Officers.

(a) Chair (also known as Board President). Subject to the Board's direction and supervision, the Chair shall:

(i) Have general oversight of the Corporation's affairs and business;

(ii) Preside at all Board meetings;

(iii) Ensure Board resolutions are carried into effect;

(iv) Have custody of the Treasurer's bond, if any; and

(v) Perform other duties assigned by the Board.

(b) Vice Chair(s) (also known as Board Vice-President). The Vice Chair(s) shall:

(i) Assist the Chair as needed; and

(ii) Perform duties assigned by the Chair or Board.

In the absence of the Chair, the Vice Chair (or if multiple Vice Chairs, in the order designated by the Board, or if no designation, as designated by the Chair, or if no designation, the most senior Vice Chair by first election) shall have the powers and duties of the Chair.

(c) Secretary. The Secretary shall:

(i) Keep minutes of all Board and committee meetings;

(ii) Ensure all required notices are properly given;

(iii) Maintain custody of corporate records;

(iv) Maintain a record of all Directors' names and addresses; and

(v) Perform other duties assigned by the Chair or Board.

The Board may designate another person to keep minutes of specific meetings. Assistant Secretaries, if any, shall have the same duties subject to the Secretary's supervision.

(d) Treasurer. The Treasurer shall be the principal financial and accounting officer of the Corporation and shall:

(i) Oversee the custody and management of all funds, securities, and financial property of the Corporation;

(ii) Ensure proper financial controls, accounting systems, and internal audit procedures are maintained;

(iii) Oversee the preparation and filing of all required tax returns;

(iv) Provide financial reports to the Chair and Board, as requested; and

(v) Perform other duties assigned by the Board or Chair.

Assistant Treasurers, if any, shall have the same powers and duties subject to the Treasurer's supervision.

ARTICLE V

Indemnification of Certain Persons

Section 5.1. Indemnification. The Corporation shall indemnify any person who is or was a Director, officer, employee, fiduciary, or agent of the Corporation, or who is or was serving at the Corporation's request as a Director, officer, partner, trustee, employee, or agent of another entity (a "Proper Person"), against expenses (including attorney fees), judgments, penalties, fines, and settlement amounts reasonably incurred in any threatened, pending, or completed civil, criminal, administrative, or investigative proceeding, if the Proper Person:

(a) Acted in good faith;

(b) Reasonably believed their conduct was in the Corporation's best interest (or at least not opposed to it); and

(c) In criminal proceedings, had no reasonable cause to believe their conduct was unlawful.

However, no indemnification shall be provided to a Director who was adjudged liable to the Corporation in a derivative proceeding or who improperly received personal benefits. In derivative proceedings, indemnification is limited to reasonable expenses. .

Section 5.2. Mandatory Indemnification. The Corporation shall indemnify any Proper Person who is wholly successful in defending any proceeding against expenses (including attorney fees) reasonably incurred.

Section 5.3. Determination of Indemnification. Except for mandatory indemnification under Section 5.2 or court-ordered indemnification, indemnification requires a determination that the Proper Person met the standards in Section 5.1, made by:

(a) A majority vote of disinterested Directors constituting a quorum;

(b) If such quorum cannot be obtained, a committee of two or more disinterested Directors designated by the Board;

(c) Independent legal counsel selected by the Board or committee; or

(d) A court of competent jurisdiction.

Section 5.4. Advance of Expenses. The Corporation may advance expenses to a Proper Person upon receipt of:

(a) Written affirmation that they believe they met the conduct standards in Section 5.1;

(b) A written undertaking to repay advances if ultimately determined they did not meet such standards; and

(c) A determination by the decision-making group that indemnification is not precluded based on then-known facts.

Section 5.5. Effect of Termination. Settlement, conviction, or nolo contendere plea does not create a presumption that the Proper Person failed to meet the conduct standards. Consent judgments are not deemed adjudications of liability.

Section 5.6. Court-Ordered Indemnification. Any Proper Person may seek court-ordered indemnification if fairly and reasonably entitled to it under all circumstances.

Section 5.7. Limitation. No indemnification shall be provided if contrary to Colorado law.

ARTICLE VI

Provision of Insurance

The Board of Directors may purchase and maintain insurance on behalf of any person who is or was a Director, officer, employee, fiduciary, or agent of the Corporation, or who served at the Corporation's request in such capacity for another entity, against any liability incurred in such capacity, whether or not the Corporation would have the power to indemnify such person under Article V or applicable law.

ARTICLE VII

Conflict of Interest Policy

Section 7.1. Purpose. This policy protects the Corporation's interests when contemplating transactions that might benefit an officer, Director, or committee member, or result in an excess benefit transaction. This policy supplements applicable state and federal conflict of interest laws.

Section 7.2. Definitions.

(a) Interested Person: Any Director, principal officer, or member of a committee with Board-delegated powers who has a direct or indirect financial interest.

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

(c) Compensation includes direct and indirect remuneration and non-insubstantial gifts or favors.

(d) A financial interest is not necessarily a conflict of interest. The Board or committee determines whether a conflict exists.

Section 7.3. Procedures.

(a) Duty to Disclose: Any interested person must disclose their financial interest and all material facts to the Board or committee considering the transaction.

(b) Determination: After disclosure and discussion, the interested person shall leave the meeting while the remaining Directors or committee members determine whether a conflict exists and vote on the transaction.

(c) Due Diligence: The Board or committee shall determine whether the Corporation can obtain a more advantageous arrangement without a conflict of interest. If not, the disinterested Directors shall determine by majority vote whether the transaction is in the Corporation's best interest and is fair and reasonable

(d) Violations: If the Board or committee believes a member failed to disclose a conflict, it shall inform the member and provide an opportunity to explain. If a failure to disclose is confirmed, appropriate disciplinary and/or corrective action shall be taken.

Section 7.4. Documentation. Minutes shall record: (a) persons with disclosed or discovered

financial interests, the nature of such interests, and whether a conflict was found to exist; and (b) persons present for discussions and votes, content of discussions, and votes taken.

Section 7.5. Compensation Restrictions. A Board or committee member who receives compensation, directly or indirectly, from the Corporation may not vote on their own compensation.

Section 7.6. Annual Statements. Each Director, principal officer, and committee member with Board-delegated powers shall annually sign a statement affirming they have received, read, understand, and agree to comply with this policy, and understand the Corporation must engage primarily in tax-exempt activities.

Section 7.7. Periodic Reviews. The Corporation shall periodically review whether: (a) compensation arrangements are reasonable and result from arm's length bargaining; and (b) partnerships, joint ventures, and management arrangements conform to written policies, are properly recorded, and do not result in impermissible private benefit or excess benefit transactions.

Section 7.8. Outside Experts. The Corporation may use outside advisors for periodic reviews, but their use does not relieve the Board of its oversight responsibility.

ARTICLE VIII

Miscellaneous

Section 8.1. Waiver of Notice. Whenever notice is required by law, by the articles of incorporation or by these bylaws, a waiver thereof in writing signed by the director or other person entitled to said notice, whether before, at or after the time stated therein, shall be equivalent to such notice.

Section 8.2. Fiscal year. The fiscal year of the Corporation shall be July 1 through June 30.

Section 8.3. Amendments. The Board of Directors shall have power to make, amend and repeal the bylaws of the Corporation. At any regular or special meeting of the Board of Directors, upon approval of no less than 70% of the Directors in office, the Board of Directors may amend the Bylaws of the Corporation. The bylaws shall be reviewed by the Board for any useful or necessary amendments annually at the regular meeting of the Board.

Section 8.4. Conflicts. In the event of any irreconcilable conflict between these bylaws and either the Corporation's articles of incorporation or applicable law, the latter shall control.

Section 8.5. Definitions. Except as otherwise specifically provided in these bylaws, all terms used in these bylaws shall have the same definitions as in the Colorado Revised Nonprofit Corporation Act.

~~THE END¶~~

CERTIFICATE OF BYLAWS

I HEREBY CERTIFY that the foregoing are the Bylaws which were adopted by the Board of Directors on the 18th day of November 2026.

Koson Schools

By: _____

(Signature, Board Chair)

By: _____

(Printed Name, Board Chair)

By: _____

(Signature, Board Secretary)

By: _____

(Printed Name, Board Secretary)

Revision Status:
Adopted: September 30, 2008
Amended: August 27, 2012
Amended: June 9, 2015
Amended: September 6, 2016
Amended: August 10, 2018
Amended: April 7, 2026
Amended: November 18, 2026

Coversheet

Vote for Consent Agenda Items

Section: VI. Consent Agenda
Item: A. Vote for Consent Agenda Items
Purpose: Vote
Submitted by:
Related Material: STEM Charter Amendment Resolution.pdf
KOSON FOUNDATION BYLAWS - 062326.pdf
2026-27 Governance Committee One Pager.pdf
Facility Security Committee One Pager 2026-27.pdf

FIRST AMENDMENT TO CHARTER SCHOOL CONTRACT FOR THE SCIENCE TECHNOLOGY ENGINEERING AND MATH (STEM) CHARTER SCHOOL

This First Amendment to Charter School Contract for the Science Technology Engineering and Math (STEM) Charter School ("Charter School Contract") is made and entered on the dates identified below by and between DOUGLAS COUNTY SCHOOL DISTRICT RE-1 (the "District") and the Science Technology Engineering and Math (STEM) Charter School, also known as STEM School Highlands Ranch, a public charter school organized as a Colorado non-profit corporation (the "School") (collectively, the "Parties").

WHEREAS, on January 23, 2024, the Board of Education ("Board") of District adopted a resolution approving the School's charter school renewal for a term of five (5) years; and

WHEREAS, subsequent thereto School and District negotiated the terms of a mutually acceptable charter school renewal contract; and

WHEREAS, in April of 2024, the respective governing Boards of District and School approved the Charter School Contract with a term running from July 1, 2024 through June 30, 2029; and

WHEREAS, on or about May 21, 2026, School submitted an Expansion Application seeking approval of the District's Board of Education to operate a Homeschool Enrichment Program; and

WHEREAS, the Charter School Contract entered into in April of 2024 provided for School to serve students in grades K-12 and a Pathways in Technology Early College Program within the geographic boundaries of the District but did not provide for School to operate a Homeschool Enrichment Program; and

WHEREAS, on August 25, 2026, the District's Board of Education approved a Resolution attached hereto as Attachment 1 allowing School to operate a Homeschool Enrichment Program.

NOW THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. Section 5.1 of the STEM Charter Contract is amended to read as follows:

   5.1 School Grade Levels and Programs. The School may serve students in grades K-12 and in a Pathways in Technology Early College Program and may operate a Homeschool Enrichment Program, all at its main location at 8773 S. Ridgeline Blvd., Highlands Ranch, Colorado 80129 as well as supporting secondary locations at 8878 Barrons Blvd., Highlands Ranch, Colorado 80129 and 8920 Barrons Blvd., Highlands Ranch, CO 80129, all within the geographical boundaries of the District.

2. Except as amended herein, the Charter Contract shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have executed this First Amendment to the Charter Contract for the Science Technology Engineering and Math (STEM) Charter School as of the dates written below.

THE SCIENCE TECHNOLOGY ENGINEERING AND MATH (STEM) CHARTER SCHOOL, a Colorado non-profit corporation,

By:_____
President, Board of Directors

Date: _____

ATTEST:

_____
Secretary, Board of Directors

DOUGLAS COUNTY SCHOOL DISTRICT RE-1

By: _____
Susan Meek
President, Board of Education

Date: _____

ATTEST:

By: _____
Kyrzia Parker
Secretary, Board of Education

Powered by BoardOnTrack

Attachment 1

RESOLUTION OF THE BOARD OF EDUCATION OF DOUGLAS COUNTY SCHOOL DISTRICT RE-1

(Approving STEM Charter School Expansion Application to Operate a Homeschool Enrichment Program)

WHEREAS, the Science Technology Engineering and Math (STEM) Charter School, also known as STEM School Highlands Ranch (hereinafter referred to herein as "STEM") has been a Douglas County School District RE-1 since 2011; and

WHEREAS, on or about May 21, 2026, STEM submitted an Expansion Application seeking approval of the District's Board of Education to operate a Homeschool Enrichment Program; and

WHEREAS, STEM was approved by the Board of Education to serve students in grades K-12 and in a Pathways in Technology Early College Program within the geographic boundaries of the District as stated in the Charter School Contract approved by the District's Board of Education on April 23, 2024 and effective July 1, 2024 to June 30, 2029 but has not, in the past, been approved to operate a Homeschool Enrichment Program; and

WHEREAS, District staff have reviewed STEM's Expansion Application and have provided a written recommendation and have presented information related to the Expansion Application to the Board of Education on August 25, 2026; and

WHEREAS, the Board has thoroughly considered the Expansion Application, Board policy, the Act, oral and written submissions from STEM, and recommendations of District staff.

NOW THEREFORE, BE IT RESOLVED by the Board as follows:

1. That approval of STEM's Expansion Application is in the best interests of the District, its students, and the community, and STEM is authorized to operate a Homeschool Enrichment Program effective the day after the date this Resolution is passed.

2. That the District's Superintendent or designee is authorized to take all action necessary to amend STEM's Charter School Contract approved by the District's Board of Education on April 23, 2024 and effective July 1, 2024 to June 30, 2029 to state that STEM is authorized to operate a Homeschool Enrichment Program effective the day after the date this Resolution is passed through the duration of the existing Charter School Contract.

3. The Board hereby authorizes the Superintendent of Schools, or her respective designees, to negotiate and execute such amendment to the Charter School Contract.

Adopted this 25th day of August, 2026 by a vote of 7-0 .

AYES: Callahan, Denzler, Geiger, Meek, Parker, Ryan, Thompson

NAYS: n/a

DOUGLAS COUNTY SCHOOL DISTRICT RE-1

By: Susan D Meek
Susan Meek, President
Board of Education

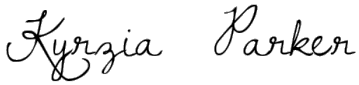
Attest:
Kyrzia Parker
Kyrzia Parker, Secretary
Board of Education

Audit Trail

Document Details

Title	Resolution of Board to Approve STEM's Expansion Application - Approved 8.25.2026.pdf
File Name	Resolution of Board to Approve STEM's Expansion Application - Approved 8.25.2026.pdf
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Document Created	Document Created by Shauna Manitoken (slmanitoken@dcsdk12.org) Fingerprint: 49a39bce23416db810a81a824ef8cdcf	Aug 25 2026 08:29PM America/Denver
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Document Completed	This document has been completed. Fingerprint: 66e0be7597f67d03f9bac95cd2aeb24c	Aug 26 2026 06:46AM America/Denver

BYLAWS
OF
KOSON SCHOOLS FOUNDATION
a Colorado nonprofit corporation

ARTICLE I
OFFICES

Section 1.1. Principal office. The principal office of the corporation shall be located in Highlands Ranch, Colorado. The corporation may have such other offices within Colorado as the board of directors may designate or as the business of the corporation may require from time to time.

Section 1.2. Registered Office. The registered office of the corporation required by the laws of the State of Colorado to be maintained in Colorado may be, but need not be, identical with the principal office and the address of the registered office may be changed from time to time by the board of directors.

ARTICLE II
MEMBERS

Section 2.1. No Members. The corporation shall have no members.

ARTICLE III
BOARD OF DIRECTORS

Section 3.1. General Powers. The business and affairs of the corporation shall be managed by its board of directors, except as otherwise provided in the Colorado Revised Nonprofit Corporation Act, the articles of incorporation, or these bylaws.

Section 3.2. Number, Tenure and Qualifications. There shall be five directors. Directors. The directors of the corporation shall be appointed by and serve at the pleasure of the board of directors of Science Technology Engineering and Math (STEM) High School, a Colorado nonprofit corporation.

Section 3.3. Chairperson and Vice Chairperson. The board of directors shall elect a chairperson and vice chairperson of the board of directors from among the directors. The term of such chairperson and vice chairperson shall be for a period of one (1) year or until such time as their respective successors are duly elected and qualified. The chairperson of the board of directors shall preside over all meetings of the board of

directors, and, in the absence of the chairperson of the board of directors, the vice chairperson of the board of directors shall preside over the meeting.

Section 3.4. Vacancies. Any director may resign at any time by giving written notice to the president or to the secretary of the corporation. Such resignation shall take effect at the time specified therein; and unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective. Any vacancy occurring in the board of directors shall be filled by the board of directors at a special meeting called for such purpose. A director appointed to fill a vacancy shall be appointed for the unexpired term of his predecessor in office.

Section 3.5. Regular Meetings. A regular meeting of the board of directors shall be held without other notice than this bylaw once a year and shall constitute its annual meeting. The board of directors may provide by resolution the time and place, either within or outside Colorado, for the holding of additional regular meetings without other notice than such resolution.

Section 3.6. Special Meetings. Special meetings of the board of directors may be called by or at the request of the president or any two directors. The person or persons authorized to call special meetings of the board of directors may fix any place, either within or outside Colorado, as the place for holding any special meeting of the board of directors called by them.

Section 3.7. Notice. Notice of any special meeting shall be given at least five (5) days prior to the meeting by written notice delivered personally or mailed to each director at his business address, or by notice given at least two (2) days prior to the meeting by telegraph, telex, telecopier or other similar device. If mailed, such notice shall be deemed to be delivered three (3) days after such notice is deposited in the United States mail so addressed, with postage thereon prepaid. If notice is given by telegram, such notice shall be deemed to be delivered when the telegram is delivered to the telegraph company. A director waives notice of a regular or special meeting by attending or participating in the meeting unless, at the beginning of the meeting, he objects to the holding of the meeting or the transaction of business at the meeting. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the board of directors need be specified in the notice or waiver of notice of such meeting.

Section 3.8. Quorum. A majority of the number of directors fixed by Section 3.2 of these bylaws shall constitute a quorum for the transaction of business at any meeting of the board of directors, but if less than such majority is present at a meeting, a majority of the directors present may adjourn the meeting from time to time without further notice, for a period not to exceed sixty (60) days at any one adjournment.

Section 3.9. Manner of Acting. The act of the majority of the directors present at a meeting at which a quorum is present shall be the act of the board of directors.

Section 3.10. Compensation. By resolution of the board of directors, any director may be paid any one or more of the following: his expenses, if any, of attendance at meetings;

a fixed sum for attendance at each meeting; a stated salary as director; or such other compensation as the corporation and the director may reasonably agree upon. No such payment shall preclude any director from serving the corporation in any other capacity and receiving compensation therefor.

Section 3.11. Presumption of Assent. A director of the corporation who is present at a meeting of the board of directors or committee of the board at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless (i) he objects at the beginning of the meeting to the holding of the meeting or the transaction of business at the meeting: (ii) he contemporaneously requests that his dissent be entered in the minutes of the meeting; or (iii) he gives written notice of his dissent to the presiding officer of the meeting before its adjournment or delivers such dissent by registered mail to the secretary of the corporation immediately after the adjournment of the meeting. Such right to dissent as to a specific action taken at a meeting of the board of directors or a committee of the board shall not be available to a director who voted in favor of such action.

Section 3.12. Committees. The board of directors, by resolution adopted by a majority of the full board of directors, may designate from among its members an executive committee and one or more other committees, each of which, to the extent provided in the resolution, shall have all the authority of the board of directors; except that no such committee shall have the authority to: (i) fill vacancies on the board of directors or any committee thereof; (ii) amend the bylaws; or (iii) approve a plan of merger.

Section 3.13. Advisory Committees. The board of directors, by resolution adopted by a majority of the full board of directors, may appoint advisory committees to the board of directors who, by such appointment, shall not be deemed to be directors, officers or employees of the corporation and whose functions shall not include participation in the operating management of the corporation. Members of the board of directors shall be entitled to serve on advisory committees. The advisory committees shall meet at such times as the board of directors shall determine. If so determined by the board of directors, the members of the advisory committees may be entitled to a fee for attendance at each regular or special meeting of such committees, which fee shall be fixed by resolution of the board of directors. The advisory committee shall consider, advise upon and make recommendations to the board of directors and to the chairman of the board with respect to matters of policy relating to the general conduct of the business of the corporation and with respect to such questions relating to the conduct of the business of the corporation as may be submitted to it by the board of directors or the executive committee. By way of example and not of limitation, the board of directors may appoint a policy and planning committee to advise on fund raising and an investment management committee to advise the corporation on its investment portfolio. The members of the advisory committee shall hold office at the pleasure of the board of directors. Additional members or members to fill vacancies may be appointed at any regular or special meeting of the board of directors.

Section 3.14. Telephonic Meetings. One or more members of the board of directors or any committee designated by the board may participate in a meeting of the board of

directors or a committee thereof by means of conference telephone or similar communications equipment by which all persons participating in the meeting can hear one another at the same time. Such participation shall constitute presence in person at the meeting.

Section 3.15. Standard of Care. A director shall perform his duties as a director, including his duties as a member of any committee of the board upon which he may serve, in good faith in a manner he reasonably believes to be in the best interests of the corporation, and with such care as an ordinarily prudent person in a like position would use under similar circumstances. In performing his duties, a director shall be entitled to rely on information, opinions, reports or statements, including financial statements and other financial data, in each case prepared or presented by the persons herein designated; but he shall not be considered to be acting in good faith if he has knowledge concerning the matter in question that would cause such reliance to be unwarranted. A person who so performs his duties shall not have any liability by reason of being or having been a director of the corporation.

The designated persons on whom a director is entitled to rely are: (i) one or more officers or employees of the corporation whom the director reasonably believes to be reliable and competent in the matters presented; (ii) counsel, public accountants, or other persons as to matters which the director reasonably believes to be within such persons' professional or expert competence; or (iii) a committee of the board or an advisory committee upon which the director does not serve, duly designated in accordance with Sections 3.12 or 3.13 of these bylaws, as to matters within its designated authority, which committee the director reasonably believes to merit confidence.

No member of the board of directors shall permit his position on the board of directors to create a conflict between his personal business activities and the actions of the corporation.

3.16. Informal Action by Directors. Any action required by law to be taken at a meeting of the directors, or any action which may be taken at a meeting of directors, may be taken without a meeting if a consent in writing, setting forth the action so taken, shall be signed by all of the directors.

ARTICLE IV
OFFICERS AND AGENTS

Section 4.1. General. The officers of the corporation shall be a president, one or more vice presidents, a secretary, and a treasurer. The board of directors may appoint such other offices, assistant officers, committees and agents, including a chairman of the board, assistant secretaries and assistant treasurers, as they may consider necessary, who shall be chosen in such manner and hold their offices for such terms and have such authority and duties as from time to time may be determined by the board of directors. The salaries of all the offices of the corporation shall be fixed by the board of directors. One person may not simultaneously hold the office of president and secretary. In all

cases where the duties of any officer, agent or employee are not prescribed by the bylaws or by the board of directors, such officer, agent or employee shall follow the orders and instructions of the president.

Section 4.2. Election and Term of Office. The officers of the corporation shall be appointed annually by the board of directors. Each officer shall hold office until the first of the following occurs: until his successor shall have been duly elected or appointed and shall have qualified; or until his death; or until he shall resign; or until he shall have been removed in the manner hereinafter provided.

Section 4.3. Removal. Any officer or agent may be removed by the board of directors whenever in its judgment the best interest of the corporation would be served thereby, but such removal shall be without prejudice to the contract rights, if any, of the person so removed. Election or appointment of an officer or agent shall not itself create contract rights.

Section 4.4. Vacancies. A vacancy in any office, however occurring, may be filled by the board of directors for the unexpired portion of the term.

Section 4.5. President. Subject to the direction and supervision of the board of directors, the president shall be the chief executive officer of the corporation and shall have general and active control of its affairs and business and general supervision of its officers, agents and employees. Unless otherwise directed by the board of directors, the president shall attend in person or by substitute appointed by him, or shall execute on behalf of the corporation written instruments appointing a proxy or proxies to represent the corporation, at all meetings of the members of any other corporation in which the corporation is a member. He may, on behalf of the corporation, in person or by substitute or by proxy, execute written waivers of notice and consents with respect to any such meetings. At all such meetings and otherwise, the president, in person or by substitute or proxy as aforesaid, may vote for the corporation and may exercise any and all rights and powers incident to such membership, subject however to the instructions, if any, of the board of directors. The president shall have custody of the treasurer's bond, if any.

Section 4.6. Vice President(s). The vice president(s) (if the corporation so desires to have more than one) shall assist the president and shall perform such duties as may be assigned to them by the president or by the board of directors. In the absence of the president, the vice president, (or, if there be more than one, the vice presidents in the order designated by the board of directors, or if the board makes no such designation, then the vice president designated by the president, or if neither the board nor the president makes any such designation, the senior vice president as determined by first election to that office), shall have the power and perform the duties of the president.

Section 4.7. Secretary. The secretary shall (i) keep the minutes of the proceedings of the executive committees, advisory committees, and the board of directors; (ii) see that all notices are duly given in accordance with the provisions of these bylaws or as required by law; (iii) be custodian of the corporate records; (iv) keep at the corporation's registered office or principal place of business within or outside Colorado a record containing the

names and addresses of all directors; and (v) in general, perform all duties incident to the office of secretary and such other duties as from time to time may be assigned to him by the president or by the board of directors. Assistant secretaries, if any, shall have the same duties and powers, subject to supervision by the secretary. The directors may, however, respectively, designate a person other than the secretary or assistant secretary to keep the minutes of their respective meetings.

Any books, records, or minutes of the corporation may be in written form or in any form capable of being converted into written form within a reasonable time.

Section 4.8. Treasurer. The treasurer shall be the principal financial officer of the corporation, shall have the care and custody of all funds, securities, evidences of indebtedness and other personal property of the corporation and shall deposit the same in accordance with the instructions of the board of directors. He shall receive and give receipts and acceptances for money paid in on account of the corporation, and shall pay out of the funds on hand all bills, payrolls and other just debts of the corporation of whatever nature upon maturity. He shall perform all other duties incident to the office of the treasurer and, upon request of the board, shall make such reports to it as may be required at any time. He shall, if required by the board, give the corporation a bond in such sums and with such sureties as shall be satisfactory to the board, conditioned upon the faithful performance of his duties and for the restoration to the corporation of all books, papers, vouched money and other property of whatever kind in his possession or under his control belonging to the corporation. He shall have such other powers and perform such other duties as may from time to time be prescribed by the board of directors or the president. The assistant treasurers, if any, shall have the same powers and duties, subject to the supervision of the treasurer.

The treasurer shall also be the principal accounting officer of the corporation. He shall prescribe and maintain the methods and systems of accounting to be followed, keep complete books and records of account, prepare and file all local, state, and federal tax returns, prescribe and maintain an adequate system of internal audit, and prepare and furnish to the president and the board of directors statements of account showing the financial position of the corporation and the results of its operations.

ARTICLE V
INDEMNIFICATION OF CERTAIN PERSONS

Section 5.1. Authority for Indemnification. Any person who was or is a party or is threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, and whether formal or informal, by reason of the fact that he is or was a director, officer, employee, fiduciary or agent of the corporation or is or was serving at the request of the corporation as a director, officer, partner, trustee, employee, or agent of any foreign or domestic corporation or of any partnership, joint venture, trust, other enterprise or employee benefit plan ("Any Proper Person" or "Proper Person"), shall be indemnified by the corporation against expenses (including attorneys' fees), judgments, penalties, fines,

(including any excise tax assessed with respect to an employee benefit plan) and amounts paid in settlement reasonably incurred by him in connection with such action, suit or proceeding if it is determined by the groups set forth in Section 5.4 of these bylaws that he conducted himself in good faith and that he (i) reasonably believed, in the case of conduct in his official capacity with the corporation, that his conduct was in the corporation's best interest, or (ii) in all other cases (except criminal cases) believed that his conduct was at least not opposed to the corporation's best interests, or (iii) with respect to criminal proceedings had no reasonable cause to believe his conduct was unlawful. A person will be deemed to be acting in his official capacity while acting as a director, officer, employee or agent of this corporation and not when he is acting on this corporation's behalf for some other entity.

No indemnification shall be made under this Section 5.1 to a director with respect to any claim, issue or matter in connection with a proceeding by or in the right of a corporation in which the director was adjudged liable to the corporation or in connection with any proceeding charging improper personal benefit to the director, whether or not involving action in his official capacity, in which he was adjudged liable on the basis that personal benefit was improperly received by him. Further, indemnification under this Section 5.1 in connection with a proceeding brought by or in the right of the corporation shall be limited to reasonable expenses, including attorneys' fees, incurred in connection with the proceeding. These limitations shall apply to directors only and not to officers, employees, fiduciaries or agents of the corporation.

Section 5.2. Right to Indemnification. The corporation shall indemnify Any Proper Person who has been wholly successful on the merits or otherwise, in defense of any action, suit, or proceeding referred to in Section 5.1 of these bylaws, against expenses (including attorneys' fees) reasonably incurred by him in connection with the proceeding without the necessity of any action by the corporation other than the determination in good faith that the defense has been wholly successful.

Section 5.3. Effect of Termination of Action. The termination of any action, suit or proceeding by judgment, order, settlement or conviction, or upon a plea of nolo contendere or its equivalent shall not of itself create a presumption that the person seeking indemnification did not meet the standards of conduct described in Section 5.1 of these bylaws. Entry of a judgment by consent as part of a settlement shall not be deemed an adjudication of liability.

Section 5.4. Groups Authorized to Make Indemnification Determination. In all cases, except where there is a right to indemnification as set forth in Section 5.2 of these bylaws or where indemnification is ordered by a court, any indemnification shall be made by the corporation only as authorized in the specific case upon a determination by a proper group that indemnification of the Proper Person is permissible under the circumstances because he has met the applicable standards of conduct set forth in Section
5.1 of these bylaws. This determination shall be made by the board of directors by a majority vote of a quorum, which shall consist of directors not parties to the proceeding ("Quorum"). If a Quorum cannot be obtained, the determination shall be made by a majority vote of a committee of the board of directors designated by the board,

which committee shall consist of two or more directors not parties to the proceeding, except that directors who are parties to the proceeding may participate in the designation of directors for the committee. If a Quorum of the board of directors cannot be obtained or the committee cannot be established, or even if a Quorum can be obtained or the committee can be established but such Quorum or committee so directs, the determination shall be made by independent legal counsel selected by a vote of a Quorum of the board of directors or a committee in the manner specified in this Section 5.4 or, if a Quorum of the full board of directors cannot be obtained and a committee cannot be established, by independent legal counsel selected by a majority vote of the full board (including directors who are parties to the action).

Section 5.5. Court Ordered Indemnification. Any Proper Person may apply for indemnification to the court conducting the proceeding or to another court of competent jurisdiction for mandatory indemnification under Section 5.2 of these bylaws, including indemnification for reasonable expenses incurred to obtain court-ordered indemnification. If the court determines that the director is fairly and reasonably entitled to indemnification in view of all the relevant circumstances, whether or not he met the standards of conduct set forth in Section 5.1 of these bylaws or was adjudged liable in the proceeding, the court may order such indemnification as the court deems proper, except that if the individual has been adjudged liable, indemnification shall be limited to reasonable expenses incurred.

Section 5.6. Advance of Expenses. Expenses (including attorneys' fees) incurred in defending a civil or criminal action, suit or proceeding may be paid by the corporation to Any Proper Person in advance of the final disposition of such action, suit or proceeding upon receipt of (i) a written affirmation of such Proper Person's good faith belief that he has met the standards of conduct prescribed in Section 5.1 of these bylaws; (ii) a written undertaking, executed personally or on his behalf, to repay such advances if it is ultimately determined that he did not meet the prescribed standards of conduct (the undertaking shall be an unlimited general obligation of the Proper Person but need not be secured and may be accepted without reference to financial ability to make repayment); and (iii) a determination is made by the proper group (as described in Section 5.4 of these bylaws), that the facts as then known to the group would not preclude indemnification.

ARTICLE VI.
PROVISION OF INSURANCE

By action of the board of directors, notwithstanding any interest of the directors in the action, the corporation may purchase and maintain insurance, in such scope and amounts as the board of directors deems appropriate, on behalf of any person who is or was a director, officer, employee, fiduciary, or agent of the corporation, or who, while a director, officer, employee, fiduciary or agent of the corporation, is or was serving at the request of the corporation as a director, officer, partner, trustee, employee, fiduciary or agent of any other foreign or domestic corporation or of any partnership, joint venture, trust, other enterprise, or employee benefit plan, against any liability asserted against, or

incurred by him in any such capacity or arising out of his status as such, whether or not the corporation would have the power to indemnify him against such liability under the provisions of Article V of these bylaws or applicable law.

ARTICLE VII
CONFLICT OF INTEREST POLICY

Section 7.1. Purpose. The purpose of the conflict of interest policy is to protect the interests 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.

Section 7.2. 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 Section 7.3(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.

Section 7.3. 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 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.

Section 7.4. 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.

Section 7.5. 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.

Section 7.6. 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.

Section 7.7. 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.

Section 7.8. Use of Outside Experts. When conducting the periodic reviews as provided for in Article VII, 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.

ARTICLE VIII
MISCELLANEOUS

Section 8.1. Waiver of Notice. Whenever notice is required by law, by the articles of incorporation or by these bylaws, a waiver thereof in writing signed by the director or other person entitled to said notice, whether before, at or after the time stated therein, shall be equivalent to such notice.

Section 8.2. Fiscal year. The fiscal year of the corporation shall be as established by the board of directors.

Section 8.3. Amendments. The board of directors shall have power to make, amend and repeal the bylaws of the corporation at any regular or special meeting of the board. The bylaws shall be reviewed by the board for any useful or necessary amendments at least biennially at the regular meeting of the board.

Section 8.4. Gender. The masculine gender is used in these bylaws as a matter of convenience only and shall be interpreted to include the female and neuter genders as the circumstances indicate.

Section 8.5. Conflicts. In the event of any irreconcilable conflict between these bylaws and either the corporation's articles of incorporation or applicable law, the latter shall control.

Section 8.6. Definitions. Except as otherwise specifically provided in these bylaws, all terms used in these bylaws shall have the same definitions as in the Colorado Revised Nonprofit Corporation Act.

AMENDMENT APPROVAL AND CERTIFICATION

I HEREBY CERTIFY that the foregoing amendment to Section 3.2 of the Bylaws of Koson Schools Foundation was duly adopted and approved by a majority vote of the Board of Directors at a meeting held on this 23rd day of June, 2026.

By: _____
Cory Wroblewski, Koson Schools Foundation Board Chair

By: _____
Darrell Lomelino, Koson Schools Foundation Board Vice Chair

Attest By: _____
Matt Cartier, Koson Schools Foundation Secretary

APPENDIX A: BYLAWS VERSION & AMENDMENT HISTORY

Version	Date Approved	Section(s) Amended	Description of Changes / Summary of Action
1.0	October 2020	*N/A*	**Original Adoption** of Koson Schools Foundation Bylaws (establishing 3 directors).
1.1	June 23, 2026	Article III, Section 3.2	**Bylaw Amendment:** Changed the number of directors from three (3) to five (5) to support organizational growth.

Board Committee One Pager

Committee Name: Governance

Year: 2026-27

Purpose: The purpose of the Governance Committee is to hold the Board accountable for implementation of Bylaws and ensure that the Board is performing effectively.

Scope of Work: The governance committee has primary responsibility for orientation, training, and evaluation of the board in accordance with the bylaws and policies. The committee is responsible for reviewing and proposing updates to the bylaws, policy documents, and any documents that define board member roles and responsibilities. Recruiting and board officer succession planning is governance committee responsibility.

Appointments and Composition: Committee chair and board members are determined as a result of annual Board training and/or summer working sessions and membership confirmed at a Board meeting at the start of each school year, typically August. Committee staff members are assigned/selected by the CEO as needed to support committee work. Committee composition typically includes two Board members, CEO, and assigned staff.

Roles and Responsibilities Members (chair, members, etc): Chair - Carla Gustafson (Board member), Ronalea Alleman (Board member), Matt Cartier (CEO), LynAnn Kovalesky (Executive Director), Amy Cardinal (Executive Assistant)

Yearly Goals:

1. Create Committee one page purpose document.
2. Review Student/Parent Handbook and support Board to have handbook approved by June for next school year.
3. Review Staff Handbook and support Board to have handbook approved by March for next school year hiring/contract renewal.
4. Identify Board Policies that require updates and timeline for review/approval.
    a. Support updates to the Board calendar to include regular review/confirmation of all Policies.
    b. Review approved Waivers and determine if new Board Policies are required, and work to prepare and submit to Board for approval.
    c. May prepare new policies in response to Board or Administration request
5. Review and provide recommended updates for Board Bylaws to Board for approval by March.
6. Coordinate annual Board training to be held in June.
7. Coordinate Board/CEO Assessment after Board training each year.
8. Work to recruit new community board members, and support annual parent member election.
9. Prepare Board Handbook that clearly documents board member expectations including Board Member Agreement, board member job description, and officer job descriptions
10. Assess current state of the Koson Board organizational structure. Conduct research, perform external benchmarking, and facilitate internal interviews to determine the best board structure for replication and network.
11. Prepare Roadmap of 3-5 year plan for board of directors in relation to growth and expansion.

Annual Calendar:

1. Bylaws - Discuss during school year, prepare recommended updates for Board approval by March.
2. Board training - held in June
3. Coordinate Annual Board/CEO Assessment after Board training (Board on Track), present results in August/September
4. Staff Handbook - Approved by March meeting
5. Student/Parent Handbook - Approved by June meeting
6. Review/update Board policies with annual confirmation of current policies at meetings throughout the school year.

Scheduled Recurring Meetings: Initial Meeting - 9/2, monthly meetings on 1st Wednesday of the month.

Board Committee One Pager

Committee Name: Facility & Security (F&S)

Year: 2026-27

Purpose
Provide Board-level oversight of facility planning, improvements, and physical security to support safe, secure, and effective learning environments across KOSON Schools.

Scope of Work
Monitor facility improvement projects, including renovations, remodeling, expansions, and additions; evaluate potential property acquisitions; and review long-term facility needs. Participate, as requested, in interviews of prospective general contractors and design professionals and provide recommendations to inform selection.

Review physical security practices, systems, and incident trends, and recommend improvements. Submit proposed facility and security policies to the Governance Committee for review and advancement through the Board's approval process. The committee provides oversight and recommendations; school leadership manages day-to-day operations and project execution.

Appointments and Composition
The committee chair and Board representatives are identified during annual Board training and/or summer working sessions, with membership confirmed by the Board at the beginning of each school year, typically in August. Staff representatives are assigned by the [CEO/CIO—confirm] as needed to support committee work. Membership typically includes two Board members, designated school leadership, and supporting staff.

Member Roles and Responsibilities

- **F&S Committee Chair: Collin West, Board member — Lead meetings, coordinate agendas with school leadership, and report committee recommendations and progress to the Board.**
- **F&S Committee Board representative: AJ Asberry — Review materials, participate in discussions, and support committee oversight and recommendations.**
- **School leadership: Matt Cartier, CEO; LynAnn Kovalesky, Executive Director; Sean Milner, CFO: Chris Damour, Director of Facilities — Provide operational updates, identify needs and risks, and coordinate implementation of approved actions.**
- **Staff support: Amy Cardinal, Executive Assistant — Support scheduling, meeting documentation, and action-item tracking.**

Yearly Goals

1. **Finalize the committee's purpose, scope, membership, and responsibilities.**
2. **Overall Goals:**
    1. **Implement and refine Facilities & Security Data Dashboard(s).**

    2. **Update Master Facility Plan**
3. **Facility Goals:**
    1. **Review facility safety and physical security provisions in the Student/Parent and Staff Handbooks and recommend updates.**
    2. **Update preventative maintenance plan, consolidating information and resources for multiple buildings.**
    3. **Develop a three- to five-year roadmap for facility growth and improvement, including priorities, estimated costs, and proposed timing.**
4. **Security Goals:**
    1. **Assess current physical security measures across KOSON Schools and identify priority improvements.**
    2. **Review and improve Standard Operating Procedures (SOP).**
    3. **Coordinate a 3rd party security assessment of all current facilities.**
    4. **Review physical security incident trends and recommend preventative measures.**

Annual Calendar

- **June–August: Review committee scope and priorities during Board training and summer working sessions; confirm membership in August.**
- **September: Establish the annual work plan and begin the facility and physical security assessment.**
- **Before March approval: Complete review of relevant Staff Handbook provisions and submit recommendations.**
- **Before May/June approval: Complete review of relevant Student/Parent Handbook provisions and submit recommendations.**
- **Throughout the school year: Monitor facility projects, review physical security incident trends, and recommend policy updates.**
- **Year-end: Present the facility roadmap, summarize progress, and recommend priorities for the following year.**

Scheduled Recurring Meetings

Initial meeting: October 2, 2026.
Recurring meetings: Monthly on selected Fridays at 10:30 am.