# STEM SCHOOL
HIGHLANDS RANCH

## STEM School Highlands Ranch

## Board of Directors Meeting

Monthly Meeting

Published on November 14, 2026 at 1:31 PM MST
Amended on November 17, 2026 at 11:30 AM MST

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**Date and Time**

Wednesday November 18, 2026 at 5:30 PM MST

**Location**

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

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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

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**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 Oct 21st | Approve Minutes | Carla Gustafson | 1 m |

## III. Public Comment — 5:41 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

## IV. STEM School Highlands Ranch Updates — 5:51 PM

| | | | | |
|---|---|---|---|---|
| **A.** | Executive Director Update | Discuss | LynAnn Kovalesky | 20 m |

| | | Purpose | Presenter | Time |
|---|---|---|---|---|
| | Executive Director LynAnn Kovalesky provides general update including preliminary October Count results and Q&A. | | | |
| **B.** | Proposed STEM Courses for 27/28 | Vote | Adelita Campbell | 15 m |
| | Proposed STEM Courses - Computer Science, for Board approval | | | |
| **C.** | 2027-28 Academic Calendar | Vote | LynAnn Kovalesky | 15 m |
| | Presentation and motion to approve proposed update to 2027-2028 Calendar. Proposed update adjusts spring break to align with DCSD. | | | |

## V. KOSON Schools — 6:41 PM

| | | | | |
|---|---|---|---|---|
| **A.** | CEO Update | Discuss | Matt Cartier | 30 m |

- Strategic Planning Update
- Educational Freedom Tax Credit Scholarship Program

| | | | | |
|---|---|---|---|---|
| **B.** | Educational Freedom Tax Credit Scholarship Program | Vote | Matt Cartier | 10 m |
| | Discuss Collaboration Agreement with Colorado League of Charter Schools regarding Scholarship program. Resolution for Koson to move forward with partnership with Colorado League of Charters who has partnered with ACE Scholarships. | | | |
| **C.** | 2026/27 Budget Update | Discuss | Carla Gustafson | 30 m |
| | S. Milner will present current year budget update based on Oct Count, provide preliminary audit results, and Q&A | | | |
| **D.** | Executive Session | Vote | Carla Gustafson | 30 m |
| | Executive Session Discussions:<br>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<br>regarding such options; 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<br>instructing negotiators regarding ongoing litigation. | | | |
| **E.** | Ridgeline Project Update | Vote | Carla Gustafson | 10 m |

| | | Purpose | Presenter | Time |
|---|---|---|---|---|
| | Discussion and motion regarding Rideline Project real estate purchase, for Board approval | | | |
| **F.** | Reimbursement Resolution | Vote | Darrell Lomelino | 10 m |
| | Resolution declaring Koson Schools intent to reimburse itself with proceeds of a future Bond for Ridgeline project real estate purchase and playground project, for Board approval. | | | |
| **G.** | Bylaws Update | Vote | Carla Gustafson | 5 m |
| | C. Gustafson presents Bylaws update, for Board approval. | | | |
| **H.** | CEO Mid-Year Check-in | Discuss | Erin Quigley | 15 m |
| | E. Quigley presents CEO Mid-Year Check-in - Reminder of the process and Q&A. | | | |

## VI. Consent Agenda — 9:01 PM

| | | | | |
|---|---|---|---|---|
| **A.** | Vote for Consent Agenda Items | Vote | Carla Gustafson | 5 m |

- Committee One Pagers - CEO Support & Evaluation, Finance, Strategic Plan/Growth, Facility & Security

## VII. Board Committee Updates — 9:06 PM

| | | | | |
|---|---|---|---|---|
| **A.** | Academic Excellence Committee Update | Discuss | Adelita Campbell | 15 m |
| | Draft One Pager | | | |
| **B.** | CEO Support & Evaluation Committee Update | Discuss | Erin Quigley | 5 m |
| **C.** | Facility & Security Committee Update | Discuss | Collin West | 15 m |
| | Facility Master Plan RFP | | | |
| **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 | 5 m |

## VIII. Board of Director's Updates — 9:56 PM

| | | Purpose | Presenter | Time |
|---|---|---|---|---|
| **A.** | Preview of Next Meeting | FYI | Carla Gustafson | 5 m |

Next Month's Meeting:

- CEO Mid Year Check-in Executive Session
- Financial Auditor Presentation
- Approve updated 26/27 Budget
- Approve Committee One Pager - Academic Excellence

## IX. Closing Items — 10:01 PM

| | | | | |
|---|---|---|---|---|
| **A.** | Adjourn Meeting | Vote | Carla Gustafson | |

Adjournment

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

# Coversheet

## Board Meeting Oct 21st

| | |
|---|---|
| **Section:** | II. Approve Meeting Minutes |
| **Item:** | A. Board Meeting Oct 21st |
| **Purpose:** | Approve Minutes |
| **Submitted by:** | |
| **Related Material:** | Minutes for Board of Directors Meeting on October 21, 2026 |

APPROVED

STEM SCHOOL
HIGHLANDS RANCH

# STEM School Highlands Ranch

# Minutes

## Board of Directors Meeting

Monthly Meeting

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**Date and Time**
Wednesday October 21, 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

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

**Directors Absent**
I. Kalra

**Directors who arrived after the meeting opened**
D. Lomelino, E. Quigley, G. Wing

**Directors who left before the meeting adjourned**
C. West, E. Quigley

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**Guests Present**
A. Cardinal, Dakotah Mann, L. Kovalesky, M. Cartier, Ryan Alsup, S. Milner

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## 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 Oct 21, 2026 at 5:32 PM.
G. Wing arrived at 5:34 PM.

### C. Pledge of Allegiance

### D. Reciting of the Mission Statement

### E. Chair Opening Remarks

## II. Approve Meeting Minutes

### A. Board Meeting Sep 16th

G. Wing made a motion to approve the minutes from Board of Directors Meeting on 09-16-26.
R. Alleman seconded the motion.
The board **VOTED** unanimously to approve the motion.

### B. Board Meeting Sep 30th

R. Alleman made a motion to approve the minutes from Board Meeting - Special Meeting on 09-30-26.
G. Kuppuswamy seconded the motion.
The board **VOTED** unanimously to approve the motion.

## III. Public Comment

### A. Public Comment Sign up link

No public comment

## IV. STEM School Highlands Ranch Updates

### A. Student Government Spotlight

Student Government representatives provided an update on activities to date and what's planned for the rest of the school year. Student Accountability Committee is now combined with Student Government. They've seen a lot more participation at Homecoming and activities by students this year compared to last year.
E. Quigley arrived at 5:37 PM.
D. Lomelino arrived at 5:30 PM.

### B. Executive Director Update

School Performance Framework Update - strong ratings for Academic Achievement 91.0% overall and Postsecondary & Workforce Readiness 93.4% overall. Progress in Academic Growth 76.8%. 2026 SPF score increased to 86.0% compared to previous year (2025) at 84.6%.
Proposed Academic Calendar for 27/28 - same as current schedule
Unified Improvement Plan Update - A UIP update was not required this year, but STEM did submit an update to DCSD and State based on analysis/review of SPF results. Three priorities in UIP updatet - Increase Elementary (3-5) ELA growth for identified student groups to reduce growth gaps, Increase middle school ELA Achievement for students with disabilities, and Increase math academic growth for all students and reduce growth gaps for identified student groups.

Enrollment was 1560 as of October 1st vs budget basis of 1485. Enrollment for Homeschool Enrichment was 29 vs budget basis of 21. At November meeting, we'll have report on official enrollment values from October count.

### C. Approve Proposed 27/28 Academic Calendar

A. Campbell made a motion to Approve the proposed 2027/28 Academic Calendar.
R. Alleman seconded the motion.
The board **VOTED** unanimously to approve the motion.

### D. Approve SPF/UIP Update

A. Campbell made a motion to Approve the UIP Update.
R. Alleman seconded the motion.
The board **VOTED** unanimously to approve the motion.

### E. Proposed STEM Courses for 27/28

C. Gustafson asked questions about how a course can be offered as both CE and AP since they have different prerequisites and registration/tuition requirements. It was clarified by staff that this is common practice and registration/credit is set by each respective program. A class taken by a student as CE through ACC needs to follow their deadlines/requirements. A class taken by a student as AP needs to follow their deadlines/requirements for signing up for AP exam. In general, students can take an AP exam without taking a specific AP course, credit is dependent on results of AP exam.

R. Alleman made a motion to Approve the proposed new STEM courses for 2027/28.
A. Campbell seconded the motion.
The board **VOTED** unanimously to approve the motion.
E. Quigley left at 6:32 PM.

### F. STEM Enrollment Policy

C. Gustafson explained that the STEM Enrollment Policy update is needed to address DCSD feedback on the policy update that the board approved in June 2026. DCSD pointed out that per our charter contract, STEM is required to follow the DCSD open enrollment schedule. Our June 2026 update proposed an earlier schedule. DCSD also provided additional feedback requesting that our policy include the specific open enrollment schedule dates that match DCSD instead of just saying we follow the DCSD policy.
G. Kuppuswamy made a motion to Approve the updated Enrollment Policy.
D. Lomelino seconded the motion.
The board **VOTED** unanimously to approve the motion.

### G. Resolution regarding DCSD MLO Ballot Initiative

C. Gustafson presented the proposed resolution. The STEM Board approved similar resolutions for previous MLO and Bond ballot initiatives. The DCSD approved MLO plan states that charter schools can utilize their share to make compensation for charter school teachers and staff more competitive. The STEM Admin plan is to utilize any proceeds from the MLO towards teacher and staff salary increases, bonuses, and benefits.

The group discussed that there are specific rules and guidelines regarding ballot questions and that school staff cannot campaign in their official capacity. As a charter board, if we pass a resolution in support of the MLO, this provides an opportunity for STEM to share the fact that our Board supports the MLO with our community.
D. Lomelino made a motion to Pass a Resolution supporting DCSD MLO Ballot initiative.
G. Kuppuswamy seconded the motion.
The board **VOTED** unanimously to approve the motion.

## V. KOSON Schools

### A. CEO Update

M. Cartier provided a general update. He noted that he's confirmed that the Koson board can become a non-voting member of CASB (Colorado Association of School Boards) and that he's checking into this opportunity.

### B. Authorize Treasurer to Accept Audit Report

A. Campbell made a motion to Accept the Board Treasurer to accept the audit report on the Board's behalf prior to submission to DCSD.

C. West seconded the motion.
The auditor will provide a presentation to the board at the November or December meeting.
The board **VOTED** unanimously to approve the motion.

## C. Executive Session

D. Lomelino 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, Ridgeline Project, other potential projects, and for advice to negotiators regarding such options; 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.
G. Kuppuswamy seconded the motion.
Board left public session at 6:55 pm.
The board **VOTED** to approve the motion.

**Roll Call**

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

Executive Session went from 7:03 pm to 8:41 pm.
Included Matt Cartier and Sean Milner (Sean Milner left Executive Session at 8:32 pm)

## D. High School Relocation Project

Board joined public session at 8:47 pm.
M. Cartier, S. Milner, A. Cardinal, D. Mann were present during this portion of public session.
A. Campbell made a motion to Proceed with STEM Administration recommended path forward for Ridgeline project and Mineral project, and to proceed with an update to the Master Facility Plan.
D. Lomelino seconded the motion.
The board **VOTED** unanimously to approve the motion.
G. Wing made a motion to Authorize proceeding with a bridge loan for the Ridgeline Project.
R. Alleman seconded the motion.

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

### E. CEO Annual Goals

C. Gustafson presented the proposed annual CEO goals.
G. Wing made a motion to Approve the proposed CEO Annual Goals.
R. Alleman seconded the motion.
The board **VOTED** unanimously to approve the motion.

### F. Bylaws Update

C. Gustafson reviewed the proposed updates to the Board bylaws. They are minor changes to include mention of Board chair being also known as president, Board vice chair being also known as vice president, and add Board chair and secretary signatures to the document. The updated bylaws will be presented for Board approval at the November meeting.

## VI. Consent Agenda

### A. Vote for Consent Agenda Items

G. Kuppuswamy made a motion to Approve the Consent Agenda.
A. Campbell seconded the motion.
The board **VOTED** unanimously to approve the motion.

## VII. Board Committee Updates

### A. Academic Excellence Committee Update

A. Campbell stated that the committee is working on updates to the one pager. She also highlighted that ACC informed STEM that they would be discontinuing the Game Design pathway in the near future, but a specific timeline was not provided. There was general board discussion that it's important to have new computer software courses/pathway to replace this pathway.
C. West left at 9:10 PM.

### B. CEO Support & Evaluation Committee Update

C. Gustafson stated the draft one pager is in the Board book for final review. It will be on the consent agenda for the next meeting.

### C. Facility & Security Committee Update

The one pager was approve in this meeting's consent agenda. No other updates.

### D. Finance Committee Update

D. Lomelino stated that the draft one pager is in the board book. It will be on the consent agenda at the next meeting.

### E. Governance Committee Update

C. Gustafson stated that committee work is focused on the board handbook and board member agreement.

### F. Strategic Plan/Growth Committee Update

C. Gustafson stated that draft one pager is in the board book, and it will be on the consent agenda for next month.

## VIII. Closing Items

### A. Adjourn Meeting

G. Wing made a motion to Adjourn the meeting.
A. Campbell 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 9:23 PM.

Respectfully Submitted,
C. Gustafson

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**Documents used during the meeting**

- October Board Presentation 26_27-update.pdf
- New Courses for 27-28_Board_Slides.pdf
- Update 10-20 Policy_Enrollment_2026-10.pdf
- Update 10-20 Redlines_Policy_Enrollment_2026-10.pdf
- Working - Policy_Enrollment_20261007.pdf
- Koson Board Resolution declaring support for MLO 10212026.pdf
- CEO Board Presentation 20261021.pptx (1).pdf
- Koson CEO Goals Oct 2026.pdf
- Working Version - Koson Board Bylaws_Redline_20261007.pdf
- 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

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

# Coversheet

## Executive Director Update

**Section:** IV. STEM School Highlands Ranch Updates
**Item:** A. Executive Director Update
**Purpose:** Discuss
**Submitted by:**
**Related Material:** November Board Presentation 26_27.pdf

BOARD PRESENTATION

# 2026–27 EXECUTIVE DIRECTOR UPDATE

REDEFINE LIMITS. UNLEASH POTENTIAL.

LYNANN KOVALESKY | EXECUTIVE DIRECTOR

NOVEMBER 18, 2026

BOARD PRESENTATION

# STEM SCHOOL GOALS

1

## STAFF LEADERSHIP DEVELOPMENT

Develop a strong pipeline of transformational leaders who invest in their teams, solve problems, strengthen collaboration, innovate, and make an impact across the organization.

2

## TRUSTED & ENGAGED COMMUNITY

Build a trusted and engaged community that strengthens relationships with students and families, increases retention and referrals, and grows enrollment through a school experience families value.

3

## ACADEMIC EXCELLENCE

Advance academic excellence through problem-based STEM learning that drives measurable student growth, develops Portrait of a Graduate competencies, and showcases authentic problem-solving through high-quality learning experiences.

**REDEFINE LIMITS.** **UNLEASH POTENTIAL.**

BOARD PRESENTATION

# STAFF LEADERSHIP DEVELOPMENT

STRENGTHENING LEADERSHIP TO DRIVE SCHOOLWIDE IMPROVEMENT

## OUR FOCUS

Move from operational management to transformational leadership that builds capacity, improves instruction, and advances our schoolwide goals.

## ALIGNED TO SCHOOLWIDE GOALS

- Staff Leadership Development
- Trusted & Engaged Community
- Academic Excellence

## KEY LEADERSHIP ACTIONS

### CLEARER EXPECTATIONS

Defined leadership deliverables, priorities, and accountability checkpoints.

### DATA-INFORMED LEADERSHIP

Use administrative data snapshots to monitor progress, identify needs, and drive action.

### INSTRUCTIONAL COACHING

Ongoing coaching, classroom walkthroughs, and aligned professional learning to improve classroom practice and student outcomes.

BOARD PRESENTATION

# COMMUNITY INVESTMENT: ACCELERATOR FUND

UPDATES

ACCELERATOR FUND

## FUND PURPOSE

A schoolwide fund that invests in STEM students, staff, and programs beyond existing budget resources.

## OUR PILLARS

- Academics & Enrichment
- Athletics & Arts
- Community Engagement

## SPARTAN SPRINT & CHROMATIC CHAOS

### FUNDRAISING RESULTS

**≈$88,000**
RAISED THIS YEAR
*(Exceeded $75,000 goal)*

**$72,000**
RAISED LAST YEAR

### INVESTMENTS TO DATE

**$48,351**
AWARDED & PURCHASE ORDERS SUBMITTED
*2026–27 school year*

### WHAT'S NEXT

- Review additional funding requests with the committee
- Year-End Giving campaign after Thanksgiving
- Explore new HS engagement options for next year

BOARD PRESENTATION

# STUDENT VOICE TO SCHOOL IMPROVEMENT

## OUR PROCESS

**Collect Student Feedback**
Q1 Survey

**Collaborative Review**
*Student Gov't, Counselors, ILs, Coaches & Admin*

**Identify Action Items**

**Implement Q2 Actions**

**Monitor Impact**
Q2 Survey

## FOCUS AREAS

- Safety
- Wellness & Belonging
- Academic Needs
- Connection to School
- Overall School Experience

## Q2 SCHOOL GOALS

### ELEMENTARY SCHOOL

- **Connection to peers**
  Mixing new & returning students
- **Respect & belonging**
  Teaching students to resolve conflicts

### MIDDLE SCHOOL

- **Peer respect & emotional safety**
  Staff address disrespect every time
- **Access to help when struggling**
  Teachers check in before students ask

### HIGH SCHOOL

- **Belonging & school pride**
  Events that connect all grades
- **Support & engaging learning**
  Easy ways to get help; hands-on classes

BOARD PRESENTATION

# RETENTION & ACQUISITION

SCHOOLWIDE FOCUS ON RETENTION

## RETENTION RATE

**84.7%** CURRENT → **88.5%** GOAL

## STUDENTS RETAINED

**1,377** LAST YEAR → **1,465** GOAL

## CURRENT ENROLLMENT

**1,552**

*Includes new-to-STEM students*

**GOAL: RETAIN 58 MORE STUDENTS**

### GREATEST AREA OF OPPORTUNITY

**8TH → 9TH GRADE**

**88** STUDENTS RETAINED LAST YEAR

**54.3%** RETENTION RATE

## OUR STRATEGIES

- Positive Student Experience
- Rising Spartan Night
- Student Assembly
- Shadow Opportunities
- Why Choose STEM Brochure *(Students & Parents)*

BOARD PRESENTATION

# NOVEMBER ENROLLMENT

AS OF NOVEMBER 13 · COMPARED WITH THE OCTOBER 1 FORECAST

## K-12 SCHOOL

| OCT. 1 FORECAST | NOV. 13 ENROLLMENT | |
|---|---|---|
| 1,560 | 1,552 | -8 (-0.5%) |

## HOMESCHOOL ENRICHMENT

| BUDGET | ENROLLED | |
|---|---|---|
| 21 | 28 | +7 |

## K-12: 67 STUDENTS ABOVE BREAK-EVEN

### K-12 BY BUILDING

| K-5 | Grades 6-8 | Grades 9-12 |
|---|---|---|
| 588 | 528 | 433 |
| *606 total, less 18 HSE* | *538 total, less 10 HSE* | *No HSE students* |

**1,485 budget break-even · +67 (+4.5%) above · 1,510 original projection**

### HSE BY GRADE

**28 STUDENTS**

| K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|
| 2 | 2 | 4 | 1 | 4 | 5 | 6 | 3 | 1 |

NOT COUNTED IN K-12

Source: Infinite Campus Enrollment Summary, 11/13/2026 (P, S, N; 1,580 total). HSE: 28 active, 1 inactive excluded. K-12 includes 3 in grade 13.

BOARD PRESENTATION

# 2026–27 ENROLLMENT UPDATE

REDEFINE LIMITS. UNLEASH POTENTIAL.

STEM SCHOOL HIGHLANDS RANCH

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:** B. Proposed STEM Courses for 27/28
**Purpose:** Vote
**Submitted by:**
**Related Material:** Computer_Science_Board_Presentation_Slides_1-11.pdf

STEM SCHOOL
HIGHLANDS RANCH

# CE: DAT 1001 – DATA SCIENCE

## PROPOSED COURSE ADDITION

- CE DAT 1001 is a new course being added to the engineering and computer science pathways.
- The course provides a foundation for AI coursework and all aerospace courses.
- The course was developed in response to industry demand for data science knowledge and skills.
- Data Science supports and connects with all of our current pathways.

**KEY POINT** Industry-driven foundational course supporting AI, aerospace, and existing pathways.

# COMPUTER SCIENCE – TRACK A (2027–2028)

## PROPOSED TWO-YEAR COURSE ROTATION

### WHY AN A/B ROTATION?

Stronger enrollment • Predictable offerings • Clearer CS / certification progression

Maintains course variety while aligning student demand, staffing, and sustainability.

### TRACK A: FALL → SPRING

| | |
|---|---|
| **CIS 2020 \| Fundamentals of UNIX** | Fall; prerequisite for CNG 2002 |
| **CNG 2002 \| Unix/Linux Server Administration** | Spring; follows fall CIS 2020 |
| **CNG 1032 \| Network Security Fundamentals & CEH** | Fall; prerequisite for CNG 2058 |
| **CNG 2058 \| Digital Forensics** | Spring; follows fall CNG 1032 |

Students remain in the same class period across fall and spring, as with Networking I & II.

**Only RED course titles are proposed additions to Infinite Campus; other courses are already taught.**

# COMPUTER SCIENCE – TRACK B (2028–2029)

## PROPOSED TWO-YEAR COURSE ROTATION

### TRACK B COURSE OFFERINGS

| | |
|---|---|
| **AP Cybersecurity** | Entry-level CS option; may fit accelerated 8th-grade students |
| **DAT 1001 \| Intro. Data Sciences** | Starter college course for CS, Business, and Cybersecurity |
| **CIS 2040 \| Database Design & Development** | Fall |
| **CIS 2043 \| SQL** | Spring |
| **CSC 2017 \| Advanced Python Programming** | Spring |

Red = proposed addition | Navy = existing course offered on an alternating-year schedule

**Only RED course titles are proposed additions to Infinite Campus; other courses are already taught.**

# Coversheet

## 2027-28 Academic Calendar

**Section:** IV. STEM School Highlands Ranch Updates
**Item:** C. 2027-28 Academic Calendar
**Purpose:** Vote
**Submitted by:**
**Related Material:**
Proposed Update_2027-2028 STEM Academic Calendar- Spring Break moved.pdf
Current Approved_2027-2028 STEM Calendar.pdf

# STEM School Highlands Ranch
# 2027-28 Academic Calendar

### 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 |
| 31 | | | | | | |

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 | 30 | 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 |
| 30 | 31 | | | | | |

18 (ES)- 19 Student: 20 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 | 29 | | | | |

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 |
| 30 | | | | | | |

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 | 30 | 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.

## Important Dates:

| | |
|---|---|
| August 2 | New Faculty Starts |
| August 10 | Faculty Returns |
| August 17 | First Day of School-All Students |
| August 27 | Early Release Day- Gold Day |
| September 6 | Labor Day - SCHOOL CLOSED |
| September 16 | Elementary Team Planning- No School elementary only |
| September 17 | Professional Development for Staff - NO SCHOOL |
| October 6th | Tentative-Secondary Late start-PSAT/SAT (see testing schedule) |
| October 8 | Parent/Teacher Conferences- Early Release Day- Blue Day |
| October 11-15 | Fall Break - SCHOOL CLOSED |
| November 19 | Early Release Day- Gold day |
| November 22-26 | Thanksgiving Break - SCHOOL CLOSED |
| December 17 | Teacher Work Day - NO SCHOOL |
| Dec 20-Jan. 2 | Winter Break - SCHOOL CLOSED |

| | |
|---|---|
| January 3 | Teacher Work Day - NO SCHOOL |
| January 14 | Early Release Day- Blue Day |
| January 17 | Martin Luther King Jr Day - SCHOOL CLOSED |
| January 28 | Elementary Team Planning- No School elementary only |
| February 11 | Professional Development for Staff - NO SCHOOL |
| February 14 | President's Day - SCHOOL CLOSED |
| March 17 | Parent/Teacher Conferences- Early Release Day- Gold Day |
| March 20-24 | Spring Break - SCHOOL CLOSED |
| April 7 | Early Release Day- Blue Day |
| April 10-13 | Tentative-Secondary Late start- CMAS/SAT?PSAT ( see testing schedule) |
| April 21 | Teacher Work Day - NO SCHOOL |
| May22 | Tentative- Graduation Day- No School |
| *May 24 | Half Day/Last Day Elementary only |
| **May 25 | Half Day/Last Day Secondary only |
| May 26 | Teacher Work Day- NO SCHOOL |

| | STEM |
|---|---|
| **Student Contact Days** | **167 (secondary)<br>165 (elementary)** |
| **New Teacher Contract Days** | **186** |
| **Teacher Contract Days** | **180** |
| **Students Days per semester** | **75 (ES) 76 (MS/HS)- semester 1<br>90 (ES) 91 (MS/HS)- semester 2** |

***Minimum required days is 160.**

**Instructional Minutes**

| Grades | Start Time | End Time | Total Minutes Per Day | Total Days | Total Instr. Hours | Min. Instr. Hour Requirement (CDE) | Hours Above Minimum | Days Above Minimum |
|---|---|---|---|---|---|---|---|---|
| K-1st (6.42) | 8:10 AM | 3:00 PM | 385.2 | 159 | 1020.78 | 990 | **52.97** | **8.25** |
| K-1 Early Release Day ** (3.17) | 8:10 AM | 11:20 AM | 190.2 | 7 | 22.19 | | | |
| 2nd-5th (6.58) | 8:10 AM | 3:10 PM | 394.8 | 159 | 1046.22 | 990 | **79.53** | **12.08** |
| 2nd- 5th early release (3.33) | 8:10 AM | 11:30 PM | 199.8 | 7 | 23.31 | | | |
| Secondary (6th-12th) (6.92) | 8:00 AM | 3:30 PM | 415.2 | 156 | 1079.52 | 1080 | **46.96** | **6.79** |
| Secondary Early release days (3.92) | 8:00 AM | 11:55 PM | 235.2 | 7 | 27.44 | | | |
| Secondary Late Start testing days (4.0) | 11:30- | 3:30 | 240 | 5 | 20 | | | |

****Not serving lunch**

# Daily Bell Schedule

## Elementary

| | |
|---|---|
| **Kindergarten-5th grade** | **8:10 am- 3:10 pm** |

## Secondary

| | |
|---|---|
| **6th grade-12th grade** | **8:00 am-3:30 pm** |

# Early Release Day Schedule

## Elementary Early Release

**August 27, Oct 8, Nov 19, Jan 14, March 10, April 7,**
**K-5th- 8:10-11:30**

## Secondary Early Release

**Early Release Day Schedule**
**Friday August 27, Nov 19, & March 10**
**Blue**

| | |
|---|---|
| **1** | **8:00-8:55** |
| **3** | **9:00-9:55** |
| **5** | **10:00-10:55** |
| **7** | **11:00-11:55** |

**Gold Day Schedule**
**Friday Oct 8, Jan. 14 & April 7**
**Gold**

| | |
|---|---|
| **2** | **8:00-8:55** |
| **4** | **9:00-9:55** |
| **6** | **10:00-10:55** |
| **8** | **11:00-11:55** |

**Secondary Late Start Testing Schedule**

**Late Start Testing Schedule**
**Oct. 6th, April 10, April 12**
**Blue**

| | |
|---|---|
| **1** | **11:30-12:25** |
| **3** | **12:30-1:25** |
| **5** | **1:30-2:25** |
| **7** | **2:30-3:30** |

**Late Start Testing Schedule**
**April 11, April 13**
**Gold**

| | |
|---|---|
| **2** | **11:30-12:25** |
| **4** | **12:30-1:25** |
| **6** | **1:30-2:25** |
| **8** | **2:30-3:30** |

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.**

Powered by BoardOnTrack

# Coversheet

## CEO Update

**Section:** V. KOSON Schools
**Item:** A. CEO Update
**Purpose:** Discuss
**Submitted by:**
**Related Material:** CEO_Presentation_EFTC_20261118.pdf

# CEO UPDATE

KOSON SCHOOLS

Board Meeting | Nov 18, 2026

KOSON SCHOOLS BOARD BRIEFING

# Education Freedom Tax Credit

What the federal scholarship tax credit could mean for STEM School Highlands Ranch families

November 13, 2026

**2027**

**Federal launch January 1**

Colorado has opted in.

# How the credit funds scholarships

Individual taxpayers fund K–12 scholarships through approved nonprofits.

1

## An individual gives

Beginning January 1, 2027, a taxpayer makes a cash contribution to a listed SGO.

2

## The SGO awards

A scholarship granting organization (SGO) awards scholarships to eligible students.

3

## The donor claims

The taxpayer claims the credit on their federal income tax return.

> For budget planning, assume $0 in direct program revenue to Koson.

Sources IRS participating states · 26 U.S.C. § 25F · ACE Scholarships

# What donors can claim

The dollar-for-dollar credit reduces federal income tax liability, subject to the limits below.

**MAXIMUM PER TAXPAYER**

**$1,700**

With sufficient qualifying cash contributions.

**MAXIMUM ON A JOINT RETURN**

**$3,400**

Each spouse must make $1,700 in qualifying gifts to reach the joint maximum.

**Example** **$2,000 federal income tax liability − $1,700 eligible credit = $300 liability**

The credit is nonrefundable. Unused credit may carry forward up to five years. The same contribution cannot generate both the credit and a federal charitable deduction for the amount credited.

Sources IRS participating states · 26 U.S.C. § 25F · Treasury proposed rule · AFC Scholarship Fund

# Which students and expenses may qualify

Public charter school students can qualify for scholarships for eligible K–12 expenses.

## STUDENT ELIGIBILITY

**300%**

Prior-calendar-year household income must be at or below 300% of the area median gross income.

The student must be eligible to enroll in a public elementary or secondary school.

## POTENTIAL COVERED EXPENSES

Academic tutoring
Special-needs services for eligible students

Books, supplies and certain equipment
Qualifying fees or private school tuition

> SGOs verify eligibility and award scholarships based on program rules and available funding.

Sources 26 U.S.C. §§ 25F and 530 · Treasury proposed rule · ACE Scholarships · AFC Scholarship Fund

04

# Colorado is participating in 2027

Colorado’s Department of Revenue is accepting applications from scholarship organizations.

## Confirmed

Colorado elected to participate. The IRS lists Colorado for 2027.

## Nov. 30, 2026

Colorado’s application deadline for organizations seeking consideration for the initial list.

## Jan. 1, 2027

Colorado plans to submit its list by this date. The federal credit starts January 1.

> Verify an organization’s status on the official list before directing donors or referring families.

Sources Colorado Department of Revenue · IRS participating states, November 13, 2026

# What scholarship organizations handle

The SGO administers awards and must meet federal requirements and appear on the state's list.

| | |
|---|---|
| **Organization and accounts** | An eligible public charity keeps qualifying contributions in separate accounts. |
| **Scholarship spending** | At least 90% of income goes to eligible scholarships. The SGO serves at least 10% students across more than one school. |
| **Eligibility and awards** | The SGO verifies eligibility and follows award priorities. Federal law prohibits earmarking donations for a specific student. |
| **Reporting and audits** | Treasury's proposed rules describe donor acknowledgments and annual independent audits, with an alternative for certain smaller SGOs. |

> ACE is a candidate for an exploratory conversation. Confirm Colorado listing and fit before any commitment.

Sources 26 U.S.C. § 25F · Treasury temporary and proposed rules · ACE Scholarships · AFC Scholarship Fund

# What this could mean for Koson

For STEM families, the clearest opportunity to explore is help paying for academic tutoring.

| | |
|---|---|
| **Support for families** | Explore eligible expenses that families currently pay for out of pocket. For example, class trips, tutoring, enrichment fees. |
| **A role for STEM** | Partner with the Colorado League of Charter Schools who has partnered with Ace Scholarships. |
| **Enrollment implications** | Scholarships may help some families afford private school tuition. Track local participation and enrollment trends before estimating the impact. |

> Confirm which expenses qualify, who gets paid and how the SGO would protect student information.

Sources 26 U.S.C. §§ 25F and 530 · Treasury proposed rule · ACE Scholarships school resources

07

# Proposed next step for Koson

## Move forward with Colorado League of Charters and ACE Scholarships

| | |
|---|---|
| **SIGN AGREEMENT WITH LEAGUE** | Board votes to move forward with partnership with Colorado League of Charters who has partnered with ACE Scholarships. |
| **BEFORE SHARING WITH FAMILIES** | Verify which item(s) STEM families can choose from when selecting scholarships. |
| **GET THE WORD OUT** | We will educate parents through our year end giving letter, website and ongoing communications. |

Board discussion  Should Koson explore a tutoring scholarship partnership?

# The Easy Way to Convert Federal Tax Liability Into SCHOLARSHIPS AND FUNDING




### STEP 1—PARTNERSHIP WITH ACE SCHOLARSHIPS

Sign up as a strategic partner by visiting **www.acescholarships.org/eftc** and selecting "I Want to Be a Strategic Partner." An ACE representative will follow up to finalize details.




### STEP 2—GATHERING OF TAX PAYERS WITH FEDERAL TAX LIABILITY

As a strategic partner, you help donors/taxpayers to redirect up to $1,700 of their federal tax liability to support scholarships for students.




### STEP 3—REDIRECTING OF TAX LIABILITY TO ACE SCHOLARSHIPS

When donors contribute up to $1,700, they receive a dollar-for-dollar federal tax credit. Those dollars are redirected to education, while satisfying your tax liability.




### STEP 4—DISTRIBUTION OF REDIRECTED FUNDS

ACE allocates **90%** of donated funds to K–12 scholarships, increasing access to quality education. For example, 10 donations can result in $15,300 directed to scholarships, while $510 is returned to your organization.

## IT'S YOUR MOVE!

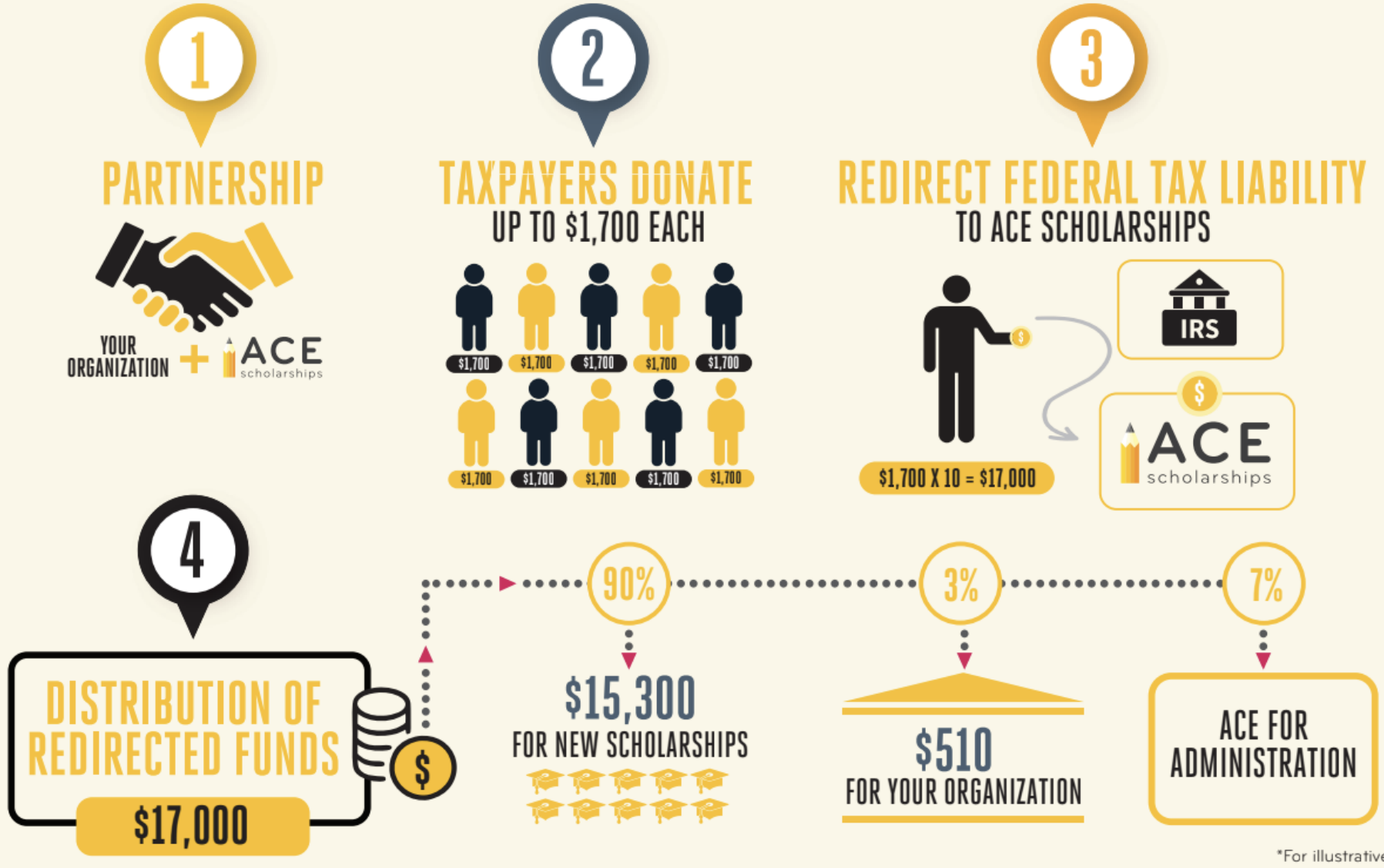
To Sign Up and Learn More,
Visit **www.acescholarships.org/eftc**

ACE scholarships



## CHANGING EDUCATION CHANGES EVERYTHING

# FOUR EASY STEPS TO FUNDING SCHOLARSHIPS




*For illustrative purposes only

EmpowerED Video Link

# Sources and official updates

The federal and state sources below are the best places to check for changes before launch.

**ARTICLES PROVIDED**

## ACE Scholarships

Education Freedom Tax Credit overview

## AFC Scholarship Fund

Treasury guidance explained

**FEDERAL AND STATE SOURCES**

IRS · 2027 participating states

Colorado DOR · SGO application and list

U.S. Code · Section 25F

U.S. Code · Section 530(b)(3)

Federal Register · Temporary regulations

Federal Register · Proposed regulations

Sources reviewed November 13, 2026. Slide-specific references are in the speaker notes.

09

# Coversheet

## 2026/27 Budget Update

**Section:** V. KOSON Schools
**Item:** C. 2026/27 Budget Update
**Purpose:** Discuss
**Submitted by:**
**Related Material:** FY 2026–27 Revised Budget & FY 2025–26 Audit — Board 1st Read.pdf

STEM SCHOOL
HIGHLANDS RANCH

BOARD OF DIRECTORS · FIRST READ

# FY 2026–27 REVISED BUDGET

and a high-level overview of the **FY 2025–26 audited financial statements**

KOSON Schools dba STEM School Highlands Ranch · Finance & Operations

CONTEXT

# OVERVIEW OF THE BUDGETING PROCESS

## STATE BUDGETING PROCESS

Fiscal year: July 1 – June 30

| | |
|---|---|
| **November** | Governor's budget request |
| **December** | Economic forecast |
| **Feb – March** | Joint Budget Committee recommendations |
| **March** | Updated revenue forecast |
| **May – June** | Legislature approves budget |

## KOSON BUDGETING PROCESS

Revenue forecasts and budget recommendations predict per pupil revenue

| | |
|---|---|
| **Proposed** | Drafted from January; due to DCSD in April |
| **Adopted** | Due to DCSD in May (often same as proposed) |
| **Revised** | **Due to DCSD in December.** First read today; approval at the December board meeting |
| **Supplemental** | Optional; due to DCSD in June |

FY 2026-27 REVISED BUDGET

# THE REVISION AT A GLANCE

## REVENUE

**$24.90M**

Up **$1,132,161** from the adopted $23,765,170

## EXPENDITURES

**$24.67M**

Up **$1,005,739** from the adopted $23,667,048

## BUDGETED SURPLUS

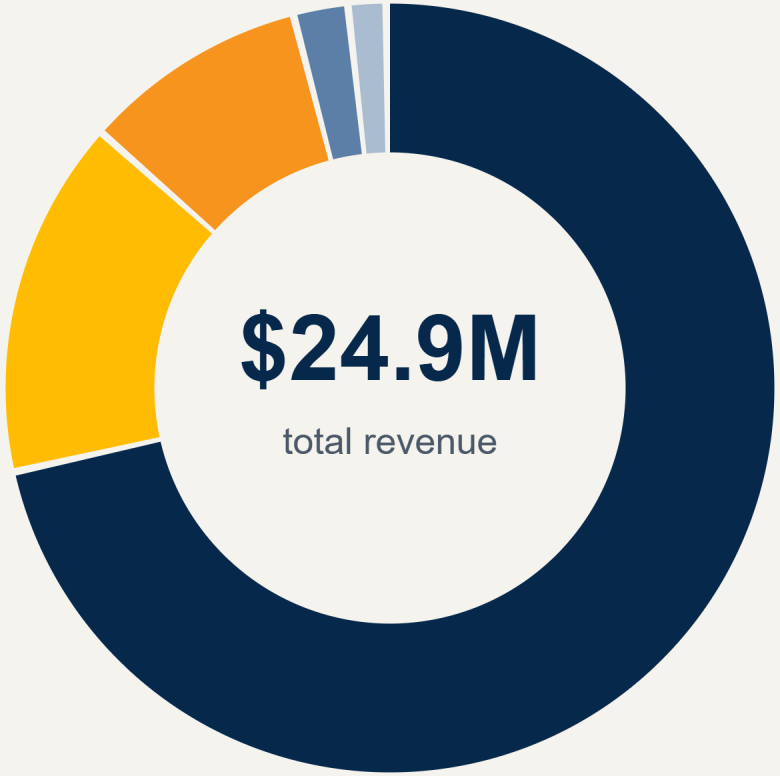
**$224,544**

Up $126,422 from $98,122 · 0.90% of revised revenue

Both sides of the budget grow mainly because of **increased enrollment**. The surplus is revenue less expenditures; it does not set the ending fund balance.

FY 2026-27 REVISED BUDGET

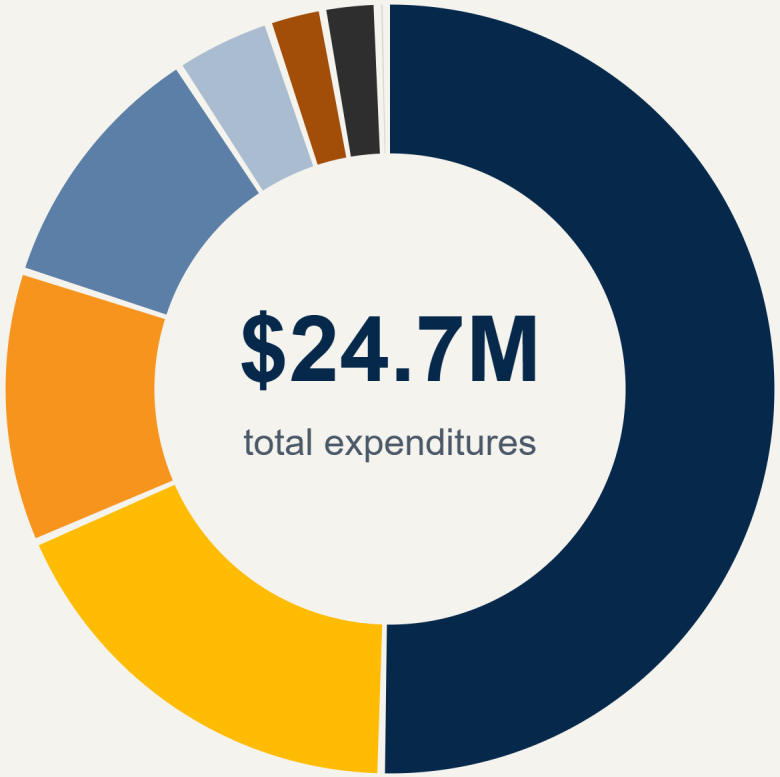
# REVENUE: $24.9 MILLION




| Source | Revised | Share |
|---|---|---|
| ■ Per Pupil Revenue | $17,840,955 | 71.7% |
| ■ Mill Levy Override | $3,742,200 | 15.0% |
| ■ School | $2,348,986 | 9.4% |
| ■ Capital Construction | $569,800 | 2.3% |
| ■ Other State | $395,390 | 1.6% |
| Total | $24,897,331 | 100% |

FY 2026-27 REVISED BUDGET

# EXPENDITURES: $24.7 MILLION




| Category | Revised | Share |
|---|---|---|
| ■ Salaries | $12,466,256 | 50.5% |
| ■ Benefits | $4,472,981 | 18.1% |
| ■ Other Purchased Services | $2,827,200 | 11.5% |
| ■ Purchased Property Services | $2,668,000 | 10.8% |
| ■ Supplies | $1,013,200 | 4.1% |
| ■ Property | $571,000 | 2.3% |
| ■ Purchased Contract Services | $564,150 | 2.3% |
| ■ Other | $90,000 | 0.4% |
| Total | $24,672,787 | 100% |

CHANGES FROM ADOPTED TO REVISED

# REVENUE CHANGES: +$1,132,161

| Revenue source | Adopted | Revised | Change | Reason |
|---|---|---|---|---|
| School | $2,214,104 | $2,348,986 | +$134,882 | ECA interest and increased enrollment (combined in worksheet) |
| Mill Levy Override | $3,591,540 | $3,742,200 | +$150,660 | Increased enrollment |
| Capital Construction | $546,860 | $569,800 | +$22,940 | Increased enrollment |
| Other State | $387,111 | $395,390 | +$8,279 | Increased enrollment |
| Per Pupil Revenue | $17,025,555 | $17,840,955 | +$815,400 | Increased enrollment · 72.0% of the total increase |
| Total revenue | $23,765,170 | $24,897,331 | +$1,132,161 | |

CHANGES FROM ADOPTED TO REVISED

# EXPENDITURE CHANGES: +$1,005,739

| Expenditure category | Adopted | Revised | Change |
|---|---|---|---|
| Salaries | $12,275,334 | $12,466,256 | +$190,922 |
| Benefits | $4,076,164 | $4,472,981 | +$396,817 |
| Purchased Contract Services | $531,650 | $564,150 | +$32,500 |
| Purchased Property Services | $2,644,500 | $2,668,000 | +$23,500 |
| Other Purchased Services | $2,583,200 | $2,827,200 | +$244,000 |
| Supplies | $875,200 | $1,013,200 | +$138,000 |
| Property | $571,000 | $571,000 | $0 |
| Other | $110,000 | $90,000 | ($20,000) |
| Total expenditures | $23,667,048 | $24,672,787 | +$1,005,739 |

Highlighted rows meet the $50,000 explanation threshold and are explained on the next slide.

CHANGES FROM ADOPTED TO REVISED

# REASONS FOR EXPENDITURE CHANGES

### BENEFITS · +$396,817

Additional staff and a new insurance plan. The worksheet does not split the increase between the two.

### OTHER PURCHASED SERVICES · +$244,000

DCSD PSA, reconciliations and substitutes. The worksheet does not split the increase among them.

### SALARIES · +$190,922

Increased enrollment.

### SUPPLIES · +$138,000

Curriculum costs and higher electricity and gas costs. The worksheet does not give a separate amount for each.

FY 2025–26 AUDITED FINANCIAL STATEMENTS

# CLEAN (UNMODIFIED) AUDIT OPINION

The independent auditors found that the financial statements present fairly, in all material respects, the School's financial position as of June 30, 2026, in accordance with U.S. GAAP. Report dated October 30, 2026.

### GENERAL FUND BALANCE

**$11.98M**

June 30, 2026 · down 2% from $12.26M

### TOTAL REVENUE

**$23.0M**

Governmental activities · up 5% from $21.8M

### BONDS OUTSTANDING

**$36.0M**

Including premium · down 9% from last year

FY 2025-26 AUDIT

# GENERAL FUND: BUDGET VS. ACTUAL

| General Fund | Final budget | Actual | Variance |
|---|---|---|---|
| Revenues | $23,085,741 | $22,894,850 | ($190,891) |
| Expenditures | $23,085,741 | $23,613,248 | ($527,507) |
| Transfers in | $0 | $440,131 | $440,131 |
| Net change | $0 | ($278,267) | ($278,267) |

## FUND BALANCE

| | |
|---|---|
| July 1, 2025 | $12,261,064 |
| Net change | ($278,267) |
| **June 30, 2026** | **$11,982,797** |

Spending above the final budget came mainly from **purchased services ($395,842 over)** and **supplies ($99,222 over)**. Per pupil revenue came in $268,167 under budget, partly offset by mill levy override $221,999 over.

FY 2025-26 AUDIT

# FUND BALANCE AND RESERVES

### UNASSIGNED

**$11.21M**

General Fund · about 47% of FY 2025–26 General Fund expenditures

### TABOR EMERGENCY RESERVE

**$746K**

Restricted, General Fund

### BUILDING CORPORATION

**$2.93M**

Special Revenue Fund: $2,460,643 debt service, $469,007 capital projects

Total governmental fund balances are $14,963,314. The Building Corporation fund decreased 6% as debt service payments were made on outstanding bonds.

FY 2025-26 AUDIT

# LONG-TERM POSITION: THE PERA EFFECT

### TOTAL NET POSITION

**($11.25M)**

Down $2,317,247 from ($8.94M), driven mainly by pension and OPEB expense

### EXCLUDING PENSION & OPEB

**$9.72M**

Down 8.3% from $10.59M

### NET PENSION LIABILITY

**$21.17M**

The School's share of Colorado PERA · down 9.2%

- Capital assets of $31.1M, net of $1,336,863 depreciation; $393,601 of completed projects placed in service.
- Series 2014, 2019 and 2021 bonds mature in FY 2049, 2054 and 2062; no new debt issued since FY 2022.

LOOKING AHEAD

# KNOWN CONDITIONS AND NEXT STEPS

## NOTED IN THE AUDIT

- Continued capital outlay
- PERA changes: HB 26-1400 lowers the employer contribution to the Health Care Trust Fund from 1.02% to 0.52% of salaries, effective July 1, 2026
- Potential revisions to board structure

## REVISED BUDGET NEXT STEPS

- Today: first read and board questions
- December board meeting: approval of the FY 2026–27 revised budget
- December: revised budget submitted to DCSD

# THANK YOU

Questions?

STEM SCHOOL
HIGHLANDS RANCH



# Coversheet

## Reimbursement Resolution

**Section:** V. KOSON Schools
**Item:** F. Reimbursement Resolution
**Purpose:** Vote
**Submitted by:**
**Related Material:** STEM Reimbursement Resolution - 8871 Ridgeline and Playground.pdf

# RESOLUTION

## STEM Reimbursement for 8871 Ridgeline Blvd Project and Playground

A RESOLUTION OF KOSON SCHOOLS D/B/A SCIENCE TECHNOLOGY ENGINEERING AND MATH (STEM) SCHOOL, DECLARING ITS OFFICIAL INTENT TO REIMBURSE ITSELF WITH THE PROCEEDS OF A FUTURE BORROWING FOR CERTAIN CAPITAL EXPENDITURES TO BE UNDERTAKEN BY THE CHARTER SCHOOL; IDENTIFYING SAID CAPITAL EXPENDITURES AND THE FUNDS TO BE USED FOR SUCH PAYMENT; AND PROVIDING CERTAIN OTHER MATTERS IN CONNECTION THEREWITH.

W I T N E S S E T H :

WHEREAS, KOSON Schools, d/b/a Science Technology Engineering and Math (STEM) School (the "Charter School") is a Colorado nonprofit corporation, a 501(c)(3) exempt organization, and a public charter school; and

WHEREAS, the Board of Directors of the Charter School (the "Board") is the governing body of the Charter School; and

WHEREAS, the Board has determined that it is in the best interest of the Charter School to make certain capital expenditures on a project that generally consists of, but is not limited to: financing the acquisition, construction, equipping of improvements to the facility located at 8871 Ridgeline Blvd, Highlands Ranch, Colorado 80129 and 8773 S Ridgeline Blvd., Highlands Ranch, Colorado 80129 (collectively, the "Project") to be used as an educational facility; and

WHEREAS, the Board currently intends and reasonably expects to participate in a taxable or tax-exempt borrowing by a qualified conduit issuer to finance such capital expenditures, including money to reimburse the Charter School for the portion of such capital expenditures incurred or to be incurred subsequent to a period commencing 60 days prior to the date hereof, and ending prior to the later of 18 months of the date of such capital expenditures or the placing in service of the Project (but in no event more than 3 years after the date of the original expenditure of such moneys); and

WHEREAS, the Board hereby desires to declare its official intent, pursuant to 26 C.F.R. § 1.150-2, to reimburse the Charter School for such capital expenditures with the proceeds of the Charter School's future taxable or tax-exempt borrowing.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CHARTER SCHOOL THAT:

Section 1. ***Declaration of Official Intent***. The Charter School presently intends and reasonably expects to pay certain costs of the Project from its legally available funds prior to the

issuance of obligations, and to reimburse itself for such original expenditures from the proceeds of tax-exempt obligations issued by a qualified conduit issuer for its benefit.

Section 2. ***Dates of Capital Expenditures***. All of the capital expenditures covered by this Resolution were or will be made on and after the date which is 60 days prior to the effective date of this Resolution.

Section 3. ***Issuance of Bonds or Notes***. The Charter School presently intends and reasonably expects to participate in a taxable or tax-exempt borrowing by a qualified conduit issuer in an amount of approximately $40,000,000 within 18 months of the date of the expenditure of moneys on the Project or the date upon which the Project is placed in service, whichever is later (but in no event more than 3 years after the date of the original expenditure of such moneys), and to allocate from said borrowing an amount not to exceed $10,000,000 to reimburse the Charter School for its expenditures in connection with the Project.

Section 4. ***Confirmation of Prior Acts***. All prior acts and doings of the officials, agents and employees of the Charter School that are in conformity with the purpose and intent of this Resolution, and in furtherance of the Project, shall be and the same hereby are in all respects ratified, approved and confirmed.

Section 5. ***Effective Date of Resolution***. This Resolution shall take effect immediately upon its passage.

PASSED AND ADOPTED at a regular meeting this ___ day of _____, 2026.

KOSON SCHOOLS D/B/A SCIENCE TECHNOLOGY ENGINEERING AND MATH (STEM) SCHOOL

By _____
Board Chair

Attest:

By _____
Board Secretary

# Coversheet

## Bylaws Update

**Section:** V. KOSON Schools
**Item:** G. Bylaws Update
**Purpose:** Vote
**Submitted by:**
**Related Material:** Koson Board Bylaws_11-2026.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.

KOSON SCHOOLS



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:** CEO_Support and Eval_Committee_one-pager.pdf
Finance Committee One Pager 2026-27.pdf
Strategic_Growth_One_Pager_2026-2027.pdf
Facility Security Committee One Pager 2026-27_Update 11-2026.pdf

**Board Committee Purpose Document**

**Committee Name:** Support and Evaluation Committee

**Year:** 2026-27

**Purpose:** This committee's purpose is to support, evaluate, and partner with the CEO so the person is able to effectively implement Koson / STEM's strategic priorities.

**Scope of Work:** The Support and Evaluation Committee is primarily responsible for setting annual goals and KPIs (key performance indicators), establishing needed supports and resources, and overseeing the annual evaluation of the CEO. Specifically,

- Annually review the CEO's responsibilities and job description
- Develop an annual timeline, tool, and criteria to evaluate the CEO.
- Develop and implement a CEO support strategy.
- Ensure effective collaboration and communication to the full board on progress toward annual goals.
- Prepare or revise the CEO's contract as necessary.
- Recommend CEO compensation adjustments to the full board, as appropriate.
- Annually evaluate its work as a committee and the objectives it has committed itself to, and report on the same to the board of trustees.

**Appointments and Composition:** Committee chair and 1 other board member 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 composition typically includes two Board members, CEO, and does not include any staff members due to the sensitivity and confidentiality of items addressed in this committee.

**Current Members:** Chair - Erin Quigley (Board member), Carla Gustafson (Board member), Matt Cartier (CEO).

**Scheduled Recurring Meetings:** 2nd Thursday of the month.

Link to **2026-27 Goals**

**Annual Calendar:**

1. June:
    a. Board training

2. August:
    a. Committee Meeting: Review goals from previous year and start developing CEO goals for the year
    b. Board Meeting: Reminder of CEO support and evaluation process and present preliminary CEO goals

3. September:
    a. Committee Meeting: draft CEO goals and KPIs
    b. Board Meeting: Board discussion and feedback on draft CEO goals and KPIs

4. October:
    a. Committee Meeting: Finalize the CEO goals and KPIs
    b. Board Meeting: Board Vote on CEO goals and KPIs
    c. Erin: Edit the Board on Track evaluation tool to reflect what's decided.

5. November:
    a. Committee Meeting: Reminder of Mid-year Check-in process
    b. Matt: Begin Mid-Year check-in self reflection
    c. Board Meeting: CEO Mid-Year Check-In: Reminder of the process

6. December:
    a. Committee Meeting: Review/update CEO job description and contract (if up for renewal)
    b. Matt: Send the Board Mid-Year self-reflection
    c. Board: Complete individual mid-year check-in feedback
    d. Board Meeting: Executive Session: Discuss and finalize board feedback on the mid-year check-in.

7. January:
    a. Erin & Carla summarize Board feedback and share it with the CEO
    b. Committee Meeting: Share feedback with CEO and discuss CEO job description and contract updates (if up for renewal)
    c. Erin: Finalize Mid-Year Check-In Evaluation Report
    d. Board Meeting:
        i. Present CEO Mid-Year Evaluation Report
        ii. Present draft CEO job description
        iii. Present contract updates for feedback (if up for renewal)

8. February:
    a. Committee Meeting:
        i. Finalize CEO job description and contract updates (if up for renewal)
        ii. Discuss proposed compensation increase for next year.
        iii. Plan EOY evaluation plan (includes leadership feedback from Matt's leads, feedback from Board, and reflection from Matt)
    b. Board Meeting:
        i. Vote on CEO Mid-Year Evaluation Report
        ii. Vote on CEO job description
        iii. Vote on CEO contract (if up for renewal)
        iv. Present proposed compensation increase for next year

9. March:
    a. Committee Meeting:
        i. Launch EOY Evaluation Plan

   ii. Finalize compensation recommendation for next year
b. Board Meeting:
   i. Present EOY Evaluation Plan
   ii. Vote on CEO compensation for next year
c. Committee Meeting:
   i. Continue EOY Evaluation Process

10. April
    a. Matt: Complete EOY self-reflection
    b. Erin: Collect Leadership feedback on CEO
    c. Board: Complete EOY Evaluation
    d. Erin: Send the Board the EOY Evaluation Packet:
       i. Matt's self evaluation
       ii. Leadership feedback
       iii. Board members' evaluation
    e. Board Meeting: Executive Session: Discuss and finalize CEO EOY Evaluation
    f. Erin & Carla summarize Board CEO EOY Evaluation

11. May:
    a. Committee Meeting: Share CEO EOY Board Evaluation with CEO
    b. Erin: Finalize CEO EOY Board Evaluation Report
    c. Board Meeting: Present EOY Evaluation Summary
    d. Committee Meeting: Incorporate Board Feedback into EOY Evaluation Report and Summary with CEO - may need 2nd committee meeting in May
    e. Erin: Finalize CEO EOY Board Evaluation Report and Summary - only 2 weeks between board meetings

12. June:
    a. Board Meeting: Vote on EOY Evaluation Report/Memo

**Board Committee One Pager**

**Committee Name:** Finance
**Year:** 2026-2027
**Purpose:** The purpose of the Finance Committee is to work with the CEO and primary financial representative(s) of the school to ensure the financial sustainability of the organization.

**Scope of Work / Responsibilities:** The finance committee has the primary responsibility to:

1. **Develop and recommend the annual operating budget** in alignment with organizational goals and enrollment expectations
2. **Monitor implementation of the Board-approved budget**, including financial reporting, variance analysis, key financial performance indicators, and recommending budget amendments as needed.
3. **Provide oversight and approval of high-dollar expenditures** or reimbursements that exceed internal policy thresholds; escalate to Board where appropriate
4. **Support long-term financial planning**, including modeling for facility expansion, growth initiatives, funding strategies, and sustainability reserve funds
5. **Provide oversight of audit (internal and external) financial systems and internal financial policies**
    a. **Provide oversight of external financial audit**
6. **Monitor insurance coverage and risk management needs**
7. **Coordinate with other committees** on finance-related policies, audits, and development strategy when needed

**Appointments and Composition:** The members of the finance committee shall be the Treasurer of the Board, who shall serve as chair, together with other trustees appointed by the Chair with the advice and consent of the Board in accordance with the bylaws. As a principle, committee members should be standing board members, the CEO, and the primary financial representative(s) of the school. The committee must include members with appropriate financial experience and knowledge of the non-profit sector; the committee may wish to consult with an independent financial expert on special topics.
**Roles and Responsibilities Members (chair, members, etc):** Chair - Darrell Lomelino (Board Treasurer), Gina Wing (Parent Board Member), Matt Cartier (CEO) , Sean Milner (CFO)

**Yearly Goals:**

1. Finalize and implement the updated Financial Policy and Procedure Manual -
    - *Currently in process and with Governance; waiting for #2 to be completed for final Governance and Board reviews.*
2. Full review and update of Financial Controls policy with ERP now implemented
3. Continue oversight of Capital Expenses and Grant Reimbursements
    - Monitor CapEx categories (playground, FF&E, bathrooms, etc.)
    - Track state/federal grant reimbursements tied to bond payments
4. Review Fundraising Policy to ensure procedures are in-line with existing Financial policies
    - Work with Foundation Board and other committees to adjust where appropriate
5. Provide continued support for strategic initiatives and long-term planning objectives, as needed
6. Implement 5 year budgets that tie directly to the Strategic Plan. Create action plans to support goals financially.
7. Establish formal monthly/quarterly financial dashboard to present at board meetings or include in the Board book
    - Establish financial health metrics to be tracked and used and in the data dashboard

**Annual Calendar:** (Annual Calendar attached)

1. Meet as a committee on the first Tuesday of each month, to be adjusted as needed
2. Nov - financial audit presentation to board / current year budget presented (present draft & discuss)
3. Dec - current year budget approved (board vote)
4. Feb, May, August, November - Quarterly Reports by CFO
5. April - upcoming year budget presented (present draft & discuss)
6. May - upcoming year budget approved (board vote)

**Scheduled Recurring Meetings:** Monthly meetings on the first Tuesday of each month at 1:45pm.

**Board Committee One Pager**

**Committee Name:** Strategic Plan / Growth

**Year:** 2026-2027

**Purpose:** The purpose of the Strategic Plan / Growth committee is to serve as a strategic advisory group to the Koson Board, focused on supporting the long-term growth and impact of Koson Schools, monitoring the execution of the strategic plan(s), and encourage board community engagement and networking. The committee acts as a braintrust for expansion and innovation, providing guidance on growth initiatives such as new programs, schools, and partnerships that position Koson Schools as a destination for exceptional problem based STEM+ education.

**Scope of Work:**

- Support and refine a multi-year growth strategy aligned with the organization's mission and vision and strategic plan
- Serve as a collaborative forum for ideation, problem-solving, and continuous improvement in all growth-related initiatives
- Assess opportunities for campus expansion and facility development that enhance student access and experience
- Strengthen industry and community partnerships that expand real-world learning and workforce development.
- Evaluate strategies to increase brand visibility, market position, and enrollment demand
- Provide insight into demographic trends, competitive landscape, and emerging innovations

**Yearly Goals:**

- Complete One Pager
- Completion of 10 Year Master Facility Plan for Ridgeline Campus(es)
- Set Growth Goals in Connection with Strategic Plan
    - Homeschool Enrichment Program - monitoring growth opportunities
    - Mineral HS Relocation Project
    - Summer Camps
    - Begin work on developing preschool
    - Student Showcase
    - Research and complete due diligence for potential start-ups / transition schools
- Research other problem based STEM schools and charter networks in preparation for growth and programmatic improvements
- Support board engagement and networking

**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 CEO and Executive Director as needed to support committee work. Committee composition typically includes two Board members, CEO, and assigned staff.

**Roles and Responsibilities Members (chair, members, etc):** Board Members - Ishmeet Kalra (Chair), Cory Wroblewski/Gina Wing; CEO - Matt Cartier; Staff as assigned

| | |
|---|---|
| Chair | Leads meetings, sets agenda with CEO, ensures recommendations move forward to the Board |
| Board Members | Provide governance perspective, ensure alignment to charter school mission, vision, and accountability |
| CEO | Accountable for execution of approved growth strategies |
| ED | Responsible for operational implementation and cross-school alignment |
| Other Members | Provide expertise, insights, and innovative thinking as part of the braintrust |

**Scheduled Recurring Meetings:**

**Growth Strategy RACI Matrix, RACI Chart**

**(R - Responsible, A - Accountable, C - Consult, I - Inform)**

| Strategic Growth Activities | Board | Growth Task Force | CEO | Executive Director (ED) |
|---|---|---|---|---|
| Long-term strategic growth vision & goals | A | C | R | C |
| Approving major expansion decisions (new campuses, major facilities) | A | C | R | C |
| Strategic enrollment growth framework | C | C | A/R | R |
| Identification & prioritization of new pathways/program expansions | I | C | A | R |
| Market positioning & brand visibility strategies | I | C | A | R |
| Industry & community partnership expansion | I | C | A/R | A/R |
| Demographic & competitive landscape analysis | I | C | A | R |
| Innovation pilots & future-focused initiatives | I | C | A/R | R |
| Execution of approved strategic growth initiatives | I | CI | A | R |
| Data tracking & reporting dashboard for growth metrics | I | C | A/R | R |
| Enrollment marketing & recruitment operations | I | I | C | A/R |
| Stakeholder engagement (parents, staff, district, partners) | I | C | A | R |
| Communications aligned to growth strategy | I | C | A | R |
| Quarterly reporting on progress toward growth goals | A/R | C | R | R |
| Risk assessment (mission drift, resource strain, scalability) | A | C | R | C |

**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 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.
- **Koson leadership:** Matt Cartier (assigned by CEO) Sean Milner, CFO: Chris Damour, Director of Facilities
- **School Leadership:** Executive Director, Director of Security, Principals (as needed) — 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.