

Board of Directors of Independence Academy

Meeting Minutes

September 11, 2017

675 29 Road Grand Junction, CO 81501

Board Members Present: Sherry Price, Hadassa Berger, Mike Holmes, Abbie Siegmund, Brad Thompson,

Administration: Damon Lockhart

Staff Members Present: Dan Bollinger, Lauren Lyons, Kati Bennet, Katie Brown, Becky Polniak, Elizabeth Hazen

Community Members Present: Multiple

Secretary: Hadassa, tape recorded

The meeting was called to order at 5:05 p.m. by Sherry Price

Regular Business:

I. Approval of May, June, July, and August 2017 Financials- (September not avail.)

Motion: Abbie Siegmund

Second: Brand Thompson

All in Favor: All Aye

II. New Business

1. Sherry- As meeting started, Sherry addressed a number of questions related to the Board's New Business dealing with communication and numerous questions/comments from guests. She stated that typically those questions/comments would happen during public comment, but she would entertain them this time as presented—but not going forward. Lack of communication about teacher positions in elementary was voiced by two parents. Sherry stated that the resignations were very late.. Damon confirmed that, and said that the communication for that fell on him, and it was hectic. The resignations did come late, and interviews to fill the positions had to happen very quickly to get teacher's hired. Uncertainty about Executive position and time-frame was discussed. Damon said he would improve in that area going forward. Questions about how the board was elected and how they renew were asked. Sherry stated the current makeup of the board, terms, and that the board approved the membership, and voted on each of the members' term renewals, as is standard for Charter schools, as well as most non-profit boards. A suggestion was made to present the history of IACS in some format for the parents, which Sherry said the board would do. In regards to questions/comments about transparency of the board, posting of minutes, Agendas and other Board documents, Sherry said the board budget, minutes and agendas, and audits have always been kept in the office, and links to the district for financials were on the webpage, but going forward, directives to the directors would address posting the documents to the web-page.

2. Board Directives to the Interim Director:

Past Minutes, Agendas, Bylaw changes/updates, future board business, financial and salary links, financial transparency for budgets: Post to web, and have available in office for review by public and staff.

Motion: Hadassa Berger

Second: Brad Thompson

All in Favor: All Aye

III. Administrative Bullets:

Damon spoke about Back to School Night and reported a huge turnout that was encouraging. He met new parents and was able to see many familiar faces as well.

Damon also talked about the hiring of some excellent new teachers that were hired, including: Belinda Breeds 3rd, Lauren Lyons 3rd, Pam Donoher 4th, Jennifer Mayes 5th, David Hammaker Music, and Nicole LeRose part-time Art, and Melynda Brown for Electives. Damon felt really good about the staff going forward.

Damon reported on a very successful Field Trip for 8th Grade, and congratulated Michelle Thomas on putting that together for the students. Michelle commented briefly on the success of the Solar Eclipse Trip to Wyoming and great learning that occurred.

IV. Staff Forum: Sherry reiterated the Board's wish to reach out to staff and have regular Staff/Board Forums to increase communication with Staff. *Conversation with Kati Bennet on when to schedule, how frequently, and possible times were discussed. Brad Thompson said quarterly would be good, and the board was committed to that. Katie said she would visit with staff and discuss options and possible schedule.*

V. Public Comment: Taken throughout meeting.

VI. Executive Session: Contract Negotiation, Strategy

Reconvene regular meeting: 6:49

New Business Continued:

a) Damon to present updated contract for Interim Director at October Meeting.

Motion: Abbie Siegmund

Second: Mike Holmes

All in Favor: All Aye

b) Damon to post a Salary Statement on Web upon reviewing other schools.

Motion: Brad Thompson

Second: Hadassa Berger

All in Favor: All Aye

c) Damon to develop longevity bonus for Staff (to be approved after Nov. election)

Motion: Hadassa Berger

Second: Mike Holmes

All in Favor: All Aye

d) Approve D51 Professional Boundaries Policy to add in Handbook

Motion: Abbie Siegmund

Second: Brad Thompson

All in Favor: All Aye

Next Meeting: October 2, 2017 5:00pm IACS

Meeting Adjourned: 7:09 pm

Respectfully submitted by:

Damon Lockhart

Sherry Price, Board President