

Loveland Classical Schools

March 15, 2012

1. Opening of Special Meeting

Board Chair, Russell Fruits, called the meeting to order at 4:07 p.m. Board members present were Trisha Coberly, Joni Sellars, Russell Fruits, Andrew Flanscha, Tamara Cramer, Angie Goss, Gregg Chaddic and David Yu. The Mission and Vision of LCS were recited. The meeting began with the Pledge of Allegiance. Guests were welcomed.

2. Consent Agenda

Mrs. Sellars asked to remove from the consent agenda minutes from 2/16/12 and 3/1/12. Mrs. Cramer seconded, and minutes were pulled from the consent agenda. Board Secretary, Angie Goss pointed out that this will be the second time the February minutes are being pulled from the consent agenda and that all submitted revisions had been included. Mrs. Cramer explained that her motion had not been properly documented. Mrs. Goss reminded the board that the motion had been clarified by Mr. Fruits and Mr. Fontana before the vote and the motion had been correctly recorded in the minutes.

3. Adoption of Agenda

Tamara Cramer moved to include a discussion of the organizational structure as decided in the previous meeting. Joni Sellars seconded the motion. Board President, Trisha Coberly explained the organizational structure did not go into the agenda because she had recently learned that this topic was not a board decision, rather an item the administration is responsible for. Chairman Fruits called for a roll call vote. Members voting in favor were: Joni Sellars and Tamara Cramer. Members voting against the motion were: Andrew Flanscha, Angie Goss, Gregg Chaddic and Trisha Coberly. Russell Fruits abstained from voting. The motion failed with a 2-4 vote.

Angie Goss motioned to amend the agenda to include discussion of board misconduct. Trisha Coberly seconded. The motion passed by a vote of 4-3. Members voting in favor were: Andrew Flanscha, Angie Goss, Gregg Chaddic and Trisha Coberly. Members voting against the motion were: Joni Sellars, Tamara Cramer and Russell Fruits.

Angie Goss motioned to approve the amended agenda. Trisha Coberly seconded, and the motion was approved unanimously.

4. Public Participation

4.1 Public Comment

Public comments were made by the following individuals:

Brian Marchese: Support of Mr. Yu

Maria Perez: Support of Mr. Yu

Dana Knoetgen: Support of Mr. Yu

Tamara Seyer: Support of LCS and Mr. Yu

Amanda Brazzel: Support of Mr. Yu

Aaron Dukette: Support of Mr. Yu and calling for the removal of Tamara Cramer from the Board of Directors.

Cassandra Fink: Support of Mr. Yu

Cathy Ballenski: Encouraging board to consider a nepotism policy

Chris Woodward: Promoting the LCS Foundation

Carrie Bauers: support of a unified board.

Jen Thayer: Support of LCS and Mr. Yu

Brandi Dill: Support of LCS

Eric Johnson: Support of LCS and Mr. Yu

Joanna Johnson: Support of LCS

Monique Fink: Support of LCS and Mr. Yu

Karen Fisher: Support of Mr. Yu

Serena Dietze: Questions of financial viability, proposal for organizational restructure.

Kristy Hall: In support of keeping High School program, assessing fees with payment plan options.

Phil Locke: It's about the kids.

Zack Feldman: Support of Mr. Yu

Andrew Gilmore: Support of LCS, and keeping High School program

Ron Khan: Support of LCS

Roxanne Khan: Support of LCS

Ryan White: Support of staff and leadership, supportive of fees

Scott Eastman: Support of Tamara Cramer

Nikole Erickson: Support of LCS and Mr. Yu

Andy Crosby: Support of LCS and Mr. Yu

Alan Archer: Support of LCS, disgust w/ BOD's inability to police itself

Juliette Fardulis: Support of LCS and Mr. Yu

Summer Hurd: Support of LCS

Scott Fardulis: Support of Mr. Yu and calling for the removal of Tamara Cramer from the Board of Directors.

Tomi Grundvig: Support for keeping High School program

5. Action Items

5.1 Board Treasurer, Andrew Flanscha presented the Finance Committee Report and Recommendations. Mr. Fruits moved to approve the Finance Committees recommendations to increase revenues as presented. Angie Goss seconded the motion. Discussion ensued and Mrs. Cramer presented additional comparisons for student fees. The board discussed fees and recommends changing the proposed fee schedule to: \$100/Kindergartener, \$150/student for students in grades 1-10, with a family cap of \$500. Additionally, the proposed technology fee would be collected in grades 1-10. Finally, a monthly payment schedule should be made available to families. Mr. Fruits amended his motion to include the discussed recommendations. . Mrs. Cramer seconded the motion and it was unanimously approved. Mrs. Sellars moved to approve the Finance Committees recommendations to decrease expenditures. Mr. Chaddic seconded the motion and it was unanimously approved.

6. Unfinished Business: none

7. Discussion Items:

Mrs. Goss presented a case of misconduct against Mrs. Cramer outlining the antagonistic behaviors and misrepresentations about and towards Mr. Yu that have been presented by

Mrs. Cramer; it was proposed that this inappropriate behavior has been rooted in the conflict of Mr. Cramer's prior employment. This conflict has led Mrs. Cramer to repeatedly and inappropriately challenge the Principal's effectiveness and ultimately call for the Principal's resignation.

- Evidence of these behaviors was presented: Mrs. Cramer submitted a proposal for the overhaul of the organizational structure for inclusion in the 3/15/12 board meeting packet. In this report, Mrs. Cramer chastised Mr. Yu, demoted both the Principal and the Business Manager, and indicated that they would need to take pay cuts. This proposal was assembled and presented although feedback from Denise Mund, the Board's Mentor, stated that approving the organizational structure is not the job of the board, but rather the job of the school's administration. When Mrs. Cramer was denied the inclusion of her proposal in board packets, she usurped the Board President's authority and sent the proposal to the Board on her own via email and then attempted to add the topic to the agenda.
- Mrs. Coberly presented additional evidence of Mrs. Cramer's antagonistic behaviors: There is overwhelming support for Mr. Yu both from the school staff and the parents as evidenced by the positive results found in the SAC Surveys and Mr. Yu's evaluation. In addition, Mr. Yu has been asked to remain in his position. Despite this feedback, Mrs. Cramer has remained contentious towards Mr. Yu and has continued to publicly chastise him.
- It was also presented that Mrs. Cramer had been recused from the Principal Evaluation due to the conflict of interest that was present at the time. Despite the fact that she was not able to be a part of the review, she voiced displeasure with the outcome and asked the board repeatedly to re-do the review.
- Further evidence of Mrs. Cramer's misconduct was offered, but not required by the board.

Chairman Fruits asked for a motion. Mrs. Cramer asked to be given an opportunity to respond.

- Mrs. Cramer stated that she forgave Mr. Yu for the firing of Mr. Cramer; stating that forgiveness is one of the board's core values. She defended her report on the organizational structure, saying that she put a lot of work into writing the 16 page proposal. Her goal was to put Mr. Yu and Mrs. Brossia into roles that better suit their strengths.
- Mrs. Cramer then addressed Mr. Yu personally, saying, "I think you are a good academic, I want you to stay in an academic position. You talk of humility, but I think you are not being humble. You are not admitting that you do not have enough expertise or knowledge."
- Mrs. Coberly challenged Mrs. Cramer's assertion that the budgetary problems LCS is facing is due to Mr. Yu's lack of management capacity. Mrs. Coberly explained that issues with the budget rest with the board's decisions and that Mr. Yu has worked effectively with the budget he was given. She asserted that the Board needs to take

responsibility for its decisions.

- Mrs. Goss challenged statements made by Mrs. Cramer during her rebuttal stating that Mrs. Cramer has more conflicts than just Mr. Yu. Mrs. Goss asserted that the board has become ineffective due to the conflict.
- Mrs. Sellars stated that she feels there is a lack of effective communication on the part of the board.
- Mrs. Cramer questioned how the minutes have been taken at past meetings and challenged the return of Mr. Chaddic.
- Mr. Chaddic responded stating that his schedule has changed and he is very concerned about the board's ability to function effectively.
- Mrs. Coberly stated that the board is at an impasse and stated that Mrs. Cramer has continually escalated her inappropriate behavior by first calling to re-review Mr. Yu, then calling for his demotion or his removal.

Chairman Fruits made a motion to adjourn. The motion was not seconded.

- Mrs. Goss disagreed with the motion to adjourn requesting that the issue be resolved. She then motioned for the removal of Tamara Cramer as a member of the board. Mr. Chaddic stated his concern for the board's dysfunction, and his desire for resolution to protect the kids. Mr. Flanscha stated that he felt the board's conflict was not remedied by the removal of Mr. Cramer from employment, but rather had become worse. He expressed concern for the health of Mrs. Cramer. Mr. Fruits stated his difficulty because of his relationship with the Cramer's. He stated his desire to keep Mrs. Cramer's perspective on the board. Mrs. Sellars also expressed difficulty due to her relationships. She re-iterated the need for increased communication. Question was raised by Mr. Flanscha if the board has the ability to remove a member. Mr. Fruits clarified that a member can be removed with a majority vote. Chairman Fruits called for a roll call vote on the motion of Mrs. Cramer's removal from the board: members voting in favor of Mrs. Cramer's removal were: Andrew Flanscha, Angie Goss, Gregg Chaddic and Trisha Coberly. Members voting against the motion were: Tamara Cramer, Joni Sellars and Russell Fruits. The motion was adopted on a 4-3 vote.

8. New Business: Draft policy for third party facility usage.

9.0 Adjournment

Upon motion by Mrs. Goss, seconded Mr. Flanscha, the meeting was adjourned at 8:34 p.m. The motion was unanimously approved.