

Minutes: June 26, 2014

Loveland Classical Schools

Board Regular Meeting Revised Minutes

June 26, 2014 – 5:30 pm

3835 14th St. SW, Loveland, CO 80537



1.0 Opening of Meeting

Board President, Mary Peery, called the meeting to order at 5:35 pm. Board members present were Mary Peery, Michael Bryant, Daniel Filler and David Yu. Absent were Chris Quint and Michael Meyer.

2.0 Adoption of Agenda

Mrs. Peery made a motion to amend the agenda. The motion was made to add

- *7.2: Letter of engagement of an HR consultant and*
- *Following the Executive Session a new 9.0 adding Executive Director's Contract*

Mr. Bryant seconded the motion for the amended agenda and the motion was carried unanimously.

3.0 Public Participation

There were no participants in addressing the Board during this time.

4.0 Board Member Letter of Resignation

Mrs. Peery read Mr. Chris Quint's letter of resignation from the LCS Board and the Board expressed their thanks to Mr. Quint for his contributions as a Board member.

5.0 Reports

Written Reports were reviewed and no action was taken

6.0 Discussion Items

6.1 SAC Parent Survey Results – next steps

Mr. Filler informed the Board that the SAC meeting had not taken place as scheduled. The SAC team is currently analyzing all of the data for trends. From that analysis and comparison to the previous year they will bring in specific actions to address the top issues/concern. The meeting is rescheduled for mid-July.

6.2 SAC Staff Survey Results – next steps

Mr. Yu is working with the SAC and staff to address next steps for the findings from the staff survey. He will update at the July 24th Board meeting.

6.3 CSSI Report – next steps

Respectfully submitted by:

Mary Peery, Board President

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Mr. Yu commented on the key findings for the administration and steps he is putting in place to address those findings. Those included culture issues, accountability, and academics. Mr. Yu will bring in specific recommendations to the July 24 Board meeting. Mrs. Peery commented that the Board is looking at the CSSI feedback to the Board and during July will be analyzing and making recommendations on a plan of action on the areas highlighted.

6.4 Update on 2013 – 2014 Projected Ending Balance

Mrs. Peery and Mr. Yu introduced this topic. Mr. Yu then went over the specifics on where the projected ending balance was for the end of the 2013-2014 school year. The ending balance is projected to be approximately a positive \$60,000 instead of the January projected -\$270,000. The detail of what impacted this significant change was reviewed in detail. The Board made the request that the Business Office put in place a process that would ensure that the projected salaries used for the initial budget each year be adjusted when the actual salaries, based upon signed contracts, are complete. Mrs. Graves and Mrs. Brossia are implementing that process in the Business Office.

6.5 Update on Charter Contract with TSD

Mrs. Peery updated the Board on the charter contract. The contract was formally accepted by TSD at the June 18th BOE meeting. All documents were submitted and signed by the TSD BOE. The contract, along with all District and State Waivers, were submitted by Dr. Paul Banks to the Colorado Department of Education for their approval. The CDE will respond within 90 days on their approval or any concerns.

6.7 Salary schedule for 2014-2015 School Year

Mr. Yu reviewed the current staff salary and bonus schedule for the 2014-2015 school year. This new schedule reflects a salary decrease for most of the staff. The Board made the request to Mr. Yu to look at the salary and benefits structure and what it would take to bring it back to the 2013-2014 level. The request was to have that brought into the Finance Committee meeting in July and then into the Board meeting on July 24.

6.8 Update on Health Care Benefit Options for 2014-2015 School Year

Mrs. Cheryl Graves, HR Representative for LCS, went over the financial analysis for health care for the 2014-2015 year. She is waiting on an official quote from Cigna on what the current health benefit options would be for this new year. In staff out-service our health care broker, Gail Snyder, covered with staff other options and 31 employees have made appointments with her to look at specifics for using Colorado Connect for health care coverage. These appointments are all by July 18. Mrs. Graves was asked by the Board to bring into the Finance Committee in July the Cigna quote as well as the findings from the 31 employee visits so the FC can evaluate the financial impact on these health care options and make a health care benefits recommendation to the Board at their July 24th meeting.

7.0 New Business

7.1 Mrs. Peery made a motion to accept the Letter of Engagement with Attorney Michelle Ferguson for HR issues and other legal counsel. Mr. Bryant seconded the motion and the motion was carried unanimously.

7.2. Mrs. Peery made a motion to accept the Letter of Engagement with Cinda Daggett as an HR consultant to investigate an HR issue. Mr. Bryant seconded the motion and the motion was carried unanimously.

8.0 Executive Session

8.1 Pursuant to C.R.S. 24-6-402(4)(e) the Board will enter Executive Session regarding the personnel topic of the evaluation of the Executive Director of Education, Mr. David Yu. Mr. Bryant motioned to enter Executive Session. Mrs. Peery seconded, and the motion carried unanimously. The Board entered Executive Session at 7:48 pm. The Executive Session last 3 hours and 43 minutes. Mr. Bryant motioned to exit Executive Session. Mrs. Peery seconded, and the motion carried unanimously. The Board exited Executive Session at 11:31 pm.

8.2 Roll Call Prior to Re-Entering Board Meeting

Board Members present were Mr. Filler, Mr. Bryant, Mrs. Peery and Mr. Yu.

9.0 Executive Director of Education's Contract

Mrs. Peery made the motion to extend Mr. Yu's contract from June 30 – July 31, 2014. Mr. Bryant seconded the motion and the motion was carried unanimously.

10.0 Adjournment

Mrs. Peery motioned to adjourn the Board meeting. Mr. Filler seconded, and the motion carried unanimously. The Board adjourned at 11:47 pm.