

## *July 24, 2014 Regular Business Meeting*

*Loveland Classical Schools*

*Board Regular Meeting Minutes*

*July 24, 2014 – 5:30 pm*

*3835 14th St. SW, Loveland, CO 80537*



### **1.0 Opening of Meeting**

*Board Chair, Daniel Feller, called the meeting to order at 5:43 pm. Board members present were Michael Meyer, Mary Peery, Michael Bryant and Daniel Feller. Executive Director of Education, David Yu, was also present.*

### **2.0 Adoption of Agenda**

*Mr. Bryant motioned to adopt the agenda. Mr. Meyer seconded and the motion carried unanimously.*

### **3.0 Consent Agenda**

*Mrs. Peery motioned to adopt the consent agenda. Mr. Meyer seconded and the motion carried unanimously. The following items were included in the approved consent agenda:*

- 3.1 Board minutes from the May 22, 2014 Board meeting*
- 3.2 Board minutes from the June 26, 2014 Board meeting*
- 3.3 Mr. Chris Quint's letter of resignation from the Board*
- 3.4 Letter of Engagement for Attorney Michelle B. Ferguson from Ireland Stapleton Pryor & Pascoe, PC.*
- 3.5 Letter of Engagement for HR Consultant, Cinda Daggett, from HR Specialists*

### **4.0 Public Participation**

*Mrs. Merrily Fitzpatrick, LCS staff member addressed the Board on the following topic: Concern with board actions, transparency and improvement of communication. There were no other public comments*

### **5.0 Written Reports**

*The following reports were reviewed, no actions were taken:*

- 5.1 School Report submitted by Mr. Yu*
- 5.2 Treasurers Report submitted by Mrs. Peery*
- 5.3 Marketing Report submitted by Mr. Bryant*
- 5.4 Foundation Report submitted by Mr. Bryant*
- 5.5 Expansion Report submitted by Mr. Meyer*

### **6.0 Discussion Items**

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Respectfully submitted by:

Mary Peery, Board President

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- 6.1 *Board candidates: Mr. Meyer reported that there are three possible candidates for Board positions. He is working on setting up interviews in early August and the Board voting at their 8/28 meeting. Mr. Yu asked where they candidates had come from. Mrs. Peery stated that the three had contacted the Board in the March – May time-frame after several communications to parents about Board position openings.*
- 6.2 *Board Development and Policy: Mr. Meyer updated the board on Colorado policies currently being discussed at the legislature. He also is working on a policy regarding Board committees and subcommittees to bring back to the Board for consideration.*
- 6.3 *Organization Structure: Mr. Yu presented an organization structure proposal for LCS which included more clarity on communication and accountability.*
- 6.4 *Update on Charter School Contract: Mrs. Peery stated that the CDE had asked for some minor revisions to the waivers that were submitted with the LCS contract renewal. Mrs. Peery will make those corrections, resubmit to CDE and CDE will finalize the waivers and the contract renewal with TSD. Mrs. Peery will inform the Board when that is completed.*
- 6.5 *Update on 2014-2015 Budget: Mrs. Peery and Mrs. Brossia updated the Board on the current status of the 2014-2015 budget. Mrs. Brossia talked through the details of salary, retention bonus, merit bonus and wellness bonus. The specifics of the budget will be discussed in detail at the Board 8/14 working session.*
- 6.6 *Update on Health Care Benefits: Mrs. Cheryl Graves, LCS HR, gave a detailed overview of how LCS could address health care benefits for the staff. She reviewed an analysis of options and costs associated with those options. Due to the Affordable Care Act there are significantly more complexities this year than in previous years. The Finance Committee recommended that LCS not provide health care insurance for the 2014-2015 year but provide a Wellness Bonus instead to all employees providing proof of insurance. Mrs. Peery commented on her concerns with any option and Mr. Meyer commented on his concerns about hiring and retention of staff if health care benefits are not provided.*
- 6.7 *Document Retention Policy: Mr. Meyer brought in the first draft of a document retention policy. The Board agreed to give feedback to Mr. Meyer by 8/7, he will revise the document and bring into the 8/14 Board working session and a vote will take place at the 8/28 Board meeting.*

## **7.0 Action Items**

- 7.1 *Approval of adding a third track for 3<sup>rd</sup> grade: Mr. Yu presented the student numbers currently for our 3<sup>rd</sup> grade. They indicate that a 3<sup>rd</sup> track is needed. He stated that he has included the costs associated with adding the resources for the additional track and that there is space in the building to add the track. Mrs. Peery made the motion to approve adding a third track for 3<sup>rd</sup> grade including staffing and funding. Mr. Meyer seconded the motion and the motion carried unanimously.*

- 7.2 *Decision on Health Care Benefits: Mrs. Peery made the motion that LCS not provide health care insurance for the 2014-2015 year but provide a Wellness Bonus for all full-time equivalent employees that meet the criteria for the Wellness Bonus. Mr. Bryant seconded the motion. Mrs. Peery, Mr. Bryant and Mr. Filler voted in favor of the motion and Mr. Meyer voted against the motion. The motion carried.*
- 7.3 *Credit Card Authorization Approval: Due to our purchasing employee being out on leave it is necessary to issue a credit card in the name of LCS and another employee authorized to use it to ensure our ability to purchase approved items in a timely manner. This credit card will be in place until our purchasing employee returns from leave. Mrs. Peery made the motion to approve issuing a credit card in the name of LCS and Heidi Garrison for the maximum amount of \$10,000. Mr. Bryant seconded the motion and it carried unanimously.*
- 7.4 *Approval of 2014-2015 Salary Schedule. Mr. Yu presented his proposal for the 2014-2015 year. Mrs. Peery made a motion to approve the salary schedule for the 2014-2015 year. Mr. Meyer seconded the motion and it carried unanimously.*

#### **8.0 Executive Session**

- 8.1 *At 7:47 pm a motion was made by Mr. Meyer and seconded by Mr. Bryant for the Board to take a 5 minute recess and then pursuant to C.R.S. 24-6-402(4)(b) enter into Executive Session to receive legal advice from attorney Michelle B. Ferguson. The motion carried unanimously. Because the executive session contains legal advice it will not be recorded. The Board entered Executive Session at 7:55 pm. At 9:16 pm Mr. Bryant made a motion to exit Executive Session. Mr. Filler seconded the motion and it carried unanimously.*
- 8.2 *Roll Call prior to Re-entering Board Meeting. Mr. Bryant, Mr. Filler, Mr. Meyer and Mrs. Peery were all present.*

#### **9.0 Executive Session**

- 9.1 *At 9:25 p.m. pursuant to C.R.S. 24-6-402(4)(f) the motion was made by Mr. Meyer and seconded by Mrs. Peery for the Board to enter into Executive Session to discuss a personnel matter regarding LCS Executive Director of Education, David Yu.. The motion carried unanimously. Attorney Michelle B. Ferguson and David Yu joined the Executive Session. At 10:00 p.m. Mr. Meyer made the motion to exit Executive Session. Mrs. Peery seconded the motion and it carried unanimously.*
- 9.2 *At 10:05 p.m. the Board moved back into public session and a roll all was conducted. Present were Mr. Bryant, Mr. Filler, Mr. Meyer, and Mrs. Peery. Also present was the Executive Director of Education, David Yu.*

#### **10.0 Executive Director of Education Contract**

- 10.1 *A motion was made by Mr. Meyer not to renew the contract for the 2014-2015 school year with Mr. David Yu as the LCS Executive Director of Education at the*

*end of his current contract, which terminates on July 31, 2014. Mr. Bryant seconded the motion and it carried unanimously.*

- 10.2 *A motion was made by Mr. Meyer to form a committee to start the search for a new Executive Director of Education for LCS. Mr. Bryant seconded the motion and it carried unanimously*

**11.0 Adjournment**

- 11.1 *At 10:07 p.m. the motion was made by Mr. Meyer to adjourn the meeting. Mr. Bryant seconded the motion and it carried unanimously.*

*After adjourning the meeting, the staff and public sought dialogue with the Board members and raised various questions and concerns regarding the Board's decision on Mr. Yu's contract and next steps. As a result, the Board stayed convened in its meeting to hear the concerns and questions of the staff and public, and have further discussion on the issue. The Board made no decisions and took no action during this discussion. The Board adjourned the meeting at 11:15 p.m.*