



Governing Board

Meeting Minutes

Monday, March 2, 2020

6:00 – 8:00 pm

Oakwood Homes
4908 Tower Rd.

Board members in attendance: Amy Schwartz, Jason McEldowney, Maura O'Neal, Noel Harryman, Mizraim Cordero, Chris Wildhagen, Tim Gallagher, and Kelly Leid

Absent board members: None

Staff members in attendance: Jamie Prijatel (by phone) and Candace Cheung (in person)

Opening Items

- Amy called the meeting to order and declared a quorum at 6:04pm.
- Kelly introduced Justin Howe and Ross Blackmer to the board who will be the building corporation board members. Both Ross and Justin work for and / or with Kelly at Oakwood Homes and live in the Reunion area. Kelly circulated their resumes and took questions from the board members.
- Kelly described the purpose of the building corporation. Both Ross and Justin have great expertise with building corporations. Miz asked questions i.e. - what is a building corporation; how does money flow from the building corporation into the school facility; does the building corporation hold the loan(s) for the facility. Kelly responded to Miz's questions: the building corporation is a separate entity and will hold the school lease; the school will pay the building corporation its monthly lease payments; a building corporation is required by the TABOR law.
- Jason motioned to approve the 2/3/20 board meeting.

Committee Updates

- Principal Hiring – Amy shared BuildStrong Education (BSE) commitment letter to Kevin Denton’s to become a full-time employee with salary and benefit of BSE during Y0. The terms formalized in the commitment letter (Kevin’s contract) and negotiation discussion points include:
 - Employment begins August 1, 2020.
 - Receive a 5% discount on a Reunion home purchase.
 - Kevin agreed to take a \$20,000 decrease in salary if BSE would buy out his PERA credits at \$12,000 per credit. BSE agreed to stagger buying out his credits for school years three and five to demonstrate our investment in him as our founding principal for years to come.
 - Kevin will receive a starting salary of \$125,000 in Y1.
 - Both Kevin and the teachers will be in PERA starting Y1.
 - Prior to Y1, STEAD will set up human resource functions and a bank account for PERA.

Kevin has a wife and three children. His son will be in STEAD’s first entering class of 9th graders at STEAD. Kevin recently announced his new position to his current school community.

Amy paused for questions and feedback. Candace shared she thinks it’s awesome that Kelly and Amy demonstrated to Kevin that we are committed to him in the long-term. STEAD will announce Kevin as the principal in the next 48 hours. A press release is being drafted and a copy will be sent to Dr. Fielder first to share with his team before the press release goes public.

- Parent and Community Outreach / Marketing and Promotion - Tim shared he had a meeting with Paul Francisco from 27J school district about the district supporting STEAD student recruitment efforts. Prior to meeting with Paul, Dr. Fiedler shared that STEAD should meet with middle school counselors about the STEAD school as a high school option. Paul shared that students don’t pick high schools with their counselors and the most authentic way to reach middle school students is for Kevin to go to the district principal meetings and present the school as a high school option for middle school principals to refer their students. He warned that if STEAD is not aligned to a principal’s goals, then the principal will likely not promote your school to students.

Paul introduced Tim to Chuck Gross, Adams County Education Consortium. Chuck shared that STEAD should attend the Career Expo at the ‘Mart’ on November 17, 2020. There will be about 6,000 8th graders attending the event. The event is a good way to introduce students to STEAD. Chuck offered STEAD one to two tables at the event to

promote STEAD. Chuck suggested one of STEAD's partners attend the event like the 'Denver Botanic Gardens'. Jason shared that we should temper our expectations about the number of students that we can recruit from this conference as students perceive this event as a field trip and may not take it that seriously.

Tim recommended that we keep our communication with the community frequent with continuous conversations in person; via email; via print, online, and radio media platforms in both English and Spanish. In the near future, we should have STEAD branded merchandise for the community to purchase on the website's Store tab.

Maura and Amy will attend the March Colorado League of Charter Schools conference.

The board reviewed the current Interest form and made editing suggestions: 1) change header; 2) add the number of children in a family and each child's current grade level; and 3) for question 4, replace student group with focus group. After changes are made, then the document is ready to be translated into Spanish and posted on the website.

- Partnership Development, Capital Campaign (Fundraising) & Facilities – Kelly presented his fundraising plan. The capital campaign will be a three to five year venture. The first phase of campaign is named "stewardship." The target fundraising goal for Phase 1 of the campaign is \$2,000,000. The fundraising document presents an inventory of the campus assets and breaks the total campaign payment contributions over three to five years. There will be legacy gifts that provide naming rights to buildings forever. This is part of the concept of Phase 1 "stewardship." As board members, everyone will have a role they feel comfortable with to assist with the capital campaign.

Kelly described the breakdown in price points for each building phase. 'Terracina' is donating professional services and the Reunion Community Foundation will donate \$250,000 toward the capital campaign.

Kelly discussed the new facility development plan. Buildings 1, 2, and 3 will be identical. The capstone building is building 4 (for seniors) and will be smaller and look like a Google office space to give seniors the physical experience of a work and / or college design environment.

Kelly described Assembly Hall. Assembly Hall will have 10,000 square feet worth of public and non-academic space. This will contain a gym, auditorium, and public use space.

For facility financing, STEAD will work with primary and subordinate lenders. STEAD is pursuing Vectra bank as its primary lender. Kelly believes the primary funding will be through private program partners. This will help reduce the overall borrowing debt.

Tim asked a question: How will STEAD pay for this?

Kelly's response: To ask the district to assist with financing through the district bond.

The facility charette will take place on 3/23/20. Kevin and Victoria will attend.

Jason asked a question: Will there be storage for students - lockers and bulk storage?

Kelly's response: We are currently considering an open floor plan option and weighing the pros and cons of both design types. We agree that an open floor plan could be distracting for younger students. To mitigate this, we can establish white noise distractors.

Kelly discussed partnerships using his "bakers dozen" deck:

- Primary partners – Botanical Gardens and National Western Center
- Colorado based Suprino Food
- To identify initial partners for:
 - animal science
 - hospitality partner like Marriot; Marriot runs the Gaylord Center
 - slow foods and organics, and a cluster of related industries
- Need to find enough partners to give 165 students meaningful internships
- Need to have a conversation about partners. We will have questions from teachers, community, parents about why we choose to partner with certain groups. We will need prepared responses to partnership questions. For instance, "Why are we partnering with Monsano, why Pepsico (sugar company)?" Response: PepsiCo is moving out of the plastic business and moving into sustainable farming.

Candace shared from her experience, teachers will have a lot of issues with regard to partners, for example "I want to save the environment, so I won't partner with X." There are a lot of students who are committed to social justice and we need to keep this in mind and inform our partners about this mindset. Partners need to tell their story and be transparent and teach students without imposing their agenda.

We want teachers to be hungry for science, not their own agenda. Amy shared we need to ground ourselves in what's best for kids. Per Kelly, all partners will sign a Memorandum of Understanding (MOU), to ensure they know the expectation of the partnership and are aligned to our school culture and mission.

- ‘Together We Grow’ will take five STEAD faculty members and immerse them into the organization’s sustainable farming practice.

Kelly handed out and walked the board members through the building corporation documents. Amy motioned to vote on Resolution 2020 03 to start the building corporation. The vote was a unanimous yes.

Noel shared that he attended a facility meeting with DLR with their civil and facility engineer(s). Noel has an understanding of the stages of the project and how it will come together with slight modifications from the original design in order to meet budget constraints. The banks look at DLR with confidence and this will increase the banks confidence to lend to STEAD.

Kelly shared that the barn raising will take place mid-August or mid-September. The barn raising will take place on a Friday, followed on Saturday by STEADFAST on Saturday. STEADFAST will be a community celebration of Colorado food and culture. We will raise a wall panel for the barn raising. Dirt will begin to move as early as of May 2020 with a completion date of June 2021. The goal is to have faculty and staff inside the building in July 2021.

- Election - Jamie reviewed the January retreat notes and will have material ready to present at the April 6 meeting.
- Charter Contract – Amy gave an update on the contract. This includes:
 - A 5 year term.
 - Student demographic targets are in the Appendix of the contract. STEAD will receive annually, high school demographic targets to meet each year with some variance. Our goal is to be above Eagle Ridge Charter Schools demographic in FRL, Students with IEPs, and ELL students. If STEAD does not meet its demographic targets, the district and STEAD will work in partnership together to help us meet them - this is our shared responsibility.
 - Kelly suggested we meet every year to review sticking points of the contract to see what worked or what didn’t. This way when STEAD goes into its renewal process, STEAD and the district will have a documented history of multiple year discussions of touchy subjects.
 - The 27J school district board will meet on March 10, 2020 to vote on the approval of the contract. Board members should attend this meeting if possible.
- STEAD Model Non-Negotiables – Amy shared the STEAD model non-negotiables with the board. Candace shared that this is a good document for the school leader to use and

not feel micromanaged and set him up for success as he rolls out the STEAD model. Tim asked a question if Franklin Covey is part of this document. Candace responded: This is a place for Franklin Covey through advisement.

- PBL article – Amy shared a hard copy of EdWeeks’ PBL article with the board members. There were no questions and no further discussions required regarding this article. Amy mentioned that at the Colorado League of Charter School’s boot camp, more than half of the new schools are PBL schools.

Closing Items

- Coffee with Kelly will take place on March 21, 2020. Kelly will have Interest forms available.
- Amy will send to the board the invitation to attend the facility charette with educators and architects.
- Parent wrote to Kelly about farm animal stench. Kelly responded that there will not be enough animals at the school to give off a stench. Maybe students should choose which animals to have on the farm first as an option.
- Motion to adjourn the meeting by Amy at 7:50pm, Kelly agreed, and Jason seconded. The board unanimously approved to adjourn the meeting.