



Board of Directors
Board Meeting Minutes
February 10, 2022

Free Horizon Montessori PK – 8

Montessori for the 21st Century - a place to learn, a place to belong

1. Meeting called to order: 6:05pm
 - a. Board members present: Alison Fuhr, Doug Klof, Dan Hofmann, John Frost, Bekky Robbins, Ben Dodson
 - b. Staff members present: Cyndi Vosburgh, Donnetta MacDonald, Adam Garbus, Kim Erickson
 - c. Guests: Megan Wells, Beatrice Bate, Meggin Rutherford, Jenny Heeter

2. Approval of agenda for current meeting, including consent agenda
 - a. John moves to open discussion, Doug seconds
 - i. Bekky moves to approve agenda, John seconds, unanimous approval of agenda

3. Public Comment and Celebration
 - a. Beatrice– some concerns about the mask mandate, would appreciate finding out where the admin stands since we are a charter school.
 - b. John – all committee members, staff, volunteers meeting weekly for the principal search committee, fantastic job realized some wins in that space as a result.
 - c. Megan Wells – thank all volunteers who have come in for lunch and recess – really appreciate it, enjoyed seeing the parents interact with the kids. Love more volunteers at arrival and dismissal times.
 - d. Adam – had some parent volunteers to help out, fill in some of the assistant roles, allows me to do my job a little better. They seem to enjoy coming in, consistent for the past month or so, very helpful. Donnetta and Lisa did hire a new assistant who will hopefully start next week.

4. Principal Update (Donnetta)
 - a. 6th graders got to go to outdoor lab, had a great time despite very cold conditions.
 - b. New Staff member – stepping in as teacher on special assignment, fill in some of the holes that were left when Donnetta moved to IP and Mr. Jesse moved to AP, also since ILT is currently part time.
 - c. ILT – working on culture and what things will look like with leadership change, and in the time of COVID
 - d. Staffing – still working on it, school psychologist, assistants. Discussed ways to share assistants if we have to go that way.
 - e. COVID - Mask mandates – sine we are an optional school, will follow the district rules. Masks are still *encouraged*. A different dynamic that we will have to adapt to.
 - f. How do we move forward as a school, as a society, how are things different now? How can we honor the differences instead of clinging to the 'old' normal? ILT, executive

team, LRT, having conversations about this. Need to come together with some ideas at PD day.

- g. Enrollment still down, down across Jeffco, do not expect that to change immediately, enrollment at where we expected it to be.
5. Staff Liaison Updates (Kim and Adam)
- a. Kim – no specific updates tonight, kids are excited about possibility of not wearing masks. Valentine’s Day coming up, teachers are feeling a little more calm maybe? January was a little more hectic than we usually experience, haven’t totally recovered from new kids from the closed classrooms, have not settled in very well.
 - b. Adam –
 - i. Many teachers are enjoying the parent volunteers, asking for more classroom support.
 - ii. Feel much more support of students and teachers with the new admin in place.
 - iii. BOD visit next week: a little worried about how ‘formal’ it seems, especially with how differently this year has been going than any other year. Idea if the BOD could be there as observer and also be involved in the class, would ease teachers’ stress.
 - 1. Alison – will each visit 2 classrooms for 20 mins each, could definitely offer to be involved esp if it will ease stress. Could potentially send an email to the teachers we’ll be visiting to help ease stress?
6. CSN Update (Meggin)
- a. Gearing up on Spring Fling, 45 responses to Spring Fling survey. Visited Goosetown Station, CoorsTek parking lot in Golden, across Ford, next to creek. House and property that they’ve made into a venue, bar and space outside with heaters, string lights, inside space, bathrooms, stage area for live music, likely bring food trucks for meals, kids play area, very family friendly. Everyone will get 1 beer or 1 wine included in the ticket. Theme – Apres Ski, everyone invited to come in their ski gear, double cool points for retro gear. They will provide the alcohol, very good rate to use the space. Likely will a late afternoon Sunday, get a much better venue, warmer. Trying to take the ticket prices down from ~\$100pp to \$60-70pp
 - i. Kim – at previous school, each classroom would get donations from parents and create an auction basket, could be themed, no pressure to create something
7. Previous BOD Assignments (Bekky)
- a. Alison will follow-up with Jen re: classroom visits – scheduled for 2/16 @9am
 - b. Alison will follow-up with Corrinne to get communication going for the Board elections – in progress
 - c. John digging through notes for the Bond Funding
 - d. Bekky will send final approved 12/9 minutes to Lisa Kingston tomorrow, 1/14 – was not done on 1/14, but posted prior to 2/10 meeting
8. Finance Update (Cyndi/Doug)

- a. FY23 Budget Proposal
 - i. Economic factors
 - 1. Decreased enrollment continues
 - 2. Labor shortages
 - 3. Inflation
 - 4. Pandemic relief fluctuations
 - ii. FHM Factors
 - 1. Mask choice next week
 - 2. Leadership transition
 - 3. Morale issues
 - 4. Enrollment challenges
 - 5. Hiring/retention challenges
 - 6. Community financial challenges
 - iii. FY23 FHM Budget Goals
 - 1. What is best for students
 - 2. Be realistic about the year ahead
 - 3. Support families
 - 4. Support Staff
 - 5. Balance the budget
 - 6. Get to a point where long-range forecasting is possible
 - iv. Budget Categories
 - 1. General Fund
 - a. Revenue
 - i. Gov proposal of \$8,158 PPR (higher than last year)
 - ii. 5% increase in preschool tuition
 - iii. Elimination of half day preschool
 - iv. Child Care Grant and ESSER III Grant approval
 - b. Expenses
 - i. Sustain operations (6 prim, 5 LE, 3 UE and 3 MS)
 - ii. Inflation
 - iii. Salary schedule increases –
 - 1. Assistants: proposing a more competitive salary schedule for assistants (vs. Jeffco)
 - 2. Teachers – increase wages, increase year over year, move towards JPS scales. Proposed salary adjustment will be an additional \$212k – how to pay for that? Increase in PPR expect an additional \$117k, childcare stabilization grant \$100k. Additionally, increased preschool costs will help off-set operational cost
 - 2. Campus Fund
 - a. Proposed increases for mandatory student fees that go to teachers and departments.
 - 3. Enterprise Fund

- a. 5% increase in tuition and before and after care
 - b. Appointment of Heidi Wunsch as parent rep for Finance Committee
 - i. Currently serving as CSN treasurer
 - ii. Consensus for Heidi joining as parent rep
9. Facilities Update (Cyndi)
- a. Bond Funds
 - i. Reviewed Board of Ed minutes, superintendent declared that all improvements outlined in the flip book that voters approved would be honored. Communicating with Construction Management about this, did not refute the fact they had announced they would fulfill everything outlined in the flip book. Cautiously optimistic that scope of bond will still be fulfilled.
10. Principal Search Committee Update (John/Ben)
- a. Meeting weekly, special thanks to Mr. Jesse who has jumped in and done an outstanding job taking the reigns and drive everything forward. Posted the position to several different websites, received first application with a day. Waiting for Jeffco Jobs to open on Feb 21, will be ready to go immediately.
 - b. Communication with Seth to let us know that a neighboring school was seeking his services.
 - c. Spent a lot of time thinking about how we want to structure screening and initial interview process.
11. Assignments
- a. Reach out to teachers we will be visiting – Alison will reach out to Jen to get the list and send a quick note
 - b. Reminder to fill out the Board self-evaluation if have not yet
 - c. Bekky will send final approved 1/13 minutes to Lisa Kingston tomorrow, 2/11
12. Adjournment at 8:37pm
- a. John moves to adjourn, Dan seconds, unanimous approval

In accordance with the Colorado Open Meetings Law, also known as the Sunshine Law, the Board must give notice to the public anytime they schedule a meeting of more than three (3) board members to discuss business concerning the school. The Colorado Sunshine law does allow for the meetings, or portions of the meetings, to be held privately when the subject matter being discussed must remain confidential so long as no formal action is taken during the private portion of the meeting, called the "executive session". The Sunshine Law strictly defines eight (8) criteria under which a private executive session can be held, personnel discussion being one of them. The law also states the community must be informed of the meeting and the criteria under which an executive session must be called.

Bekky Robbins