



College Prep in a Small School Environment

Minutes of the Peak to Peak Board of Directors meeting

Wednesday, May 5, 2021

Videoconference: Zoom Meeting

<https://us02web.zoom.us/j/83598842397>

The Peak to Peak community will inspire students to fulfill their academic dreams for college, to develop their creative passions and athletic talents, and to be responsible citizens.

1. Call to Order: Colleen Elliott @ 5:03 PM

In attendance by video conferencing:

Voting Board: Ari Axelrod, Heather Caruso, Colleen Elliott, Elizabeth Gable, Eveline Grady, Thomas Willetto

Ex-Officio: Melissa Christensen, Kyle Mathews, Clara Quinlan, Kelly Reeser, Sam Todd

Guests: Jennifer Dauzvardis, Keri Dunphy, Traci Schoeneweis, Holly Monarsky, Kristianna Vedvik, John Wilcox, Vicki Lundquist, Karen Amidon, Nick Griffin, Tara Amidon, Cristina Munteanu, Anthony Viers, Robyn Axelrod, Mary Campbell, Andy Shedd, Carla Flanhofer, Joseph Barbour, Kyle Mathes, Dianne Kasic, Alison Berman, Alison Cross, Alison Fitzgerald, Allison Seeber, Beth Custard, Brandi Scott, Brian Boonstra, Cathy Rein, Chirag Shah, Chris Botvinick, David Woo, Erin Simonsen, Genell Britton, Heather Bertarelli, Holly Widmar, Jen Jouzdani, Jennifer and Christ Douglass, Jaimee Miller, Joanne Hyman, Joe Howard, Kara Ford, Kate Martin, Kim Struck, Kimberly Gannett, Lindsay Wright, Lisa Blumensadt, Louise Peng, Low Wings, Macaela Holmes Fuller, Sandy Ray, Sarah Greene, Sarah Miley, Steve Gibson, Steve Widmar, Todd Direking, Coco Nevadomski, Dorothy Bass, Erin Baldwin, Kayleigh Esswein, Joe Howard, Maria Klemenc, Monika Bunting, Nick Carter, Michelle Eckstein, Emma Hyman, Erin Manzanares, Erin Simonsen, Erin DeAssis, Holly Widmar, Bob Hettmansperger, Diangy Zaronias, Jaimee Miller, Jennifer Douglass, Kara Rigney, Marleene Buttice, Tracy Durland, and several other unidentified (phone numbers or first names only)

2. Consent Grouping: Approval of the meeting minutes from 04/21/2021 and 04/26/2021

Minutes of special meeting 04/26/2021 were moved out of the consent agenda as requested by Ari Axelrod

Motion to approve minutes of 04/21/2021 by Thomas Willetto

Second: Elizabeth Gable

Motion was approved 6-0

Motion to amend the minutes of 04/26/2021 to include a statement of protest by Ari Axelrod

Second by Colleen Elliott

Discussions:

- Statement of protest should not be included in the minutes as the statement impugned character and violated directly P2Ps conflict of interest policy.
- Statements of protest should not be retroactively added to minutes.
- Forwarded email by the board secretary to the board president with regards to minutes is not in violation of the Colorado Open Meetings Act.

Motion was not approved: 0-1-5

Yay	Abstain	Nay
-	Ari Axelrod	Heather Caruso Colleen Elliott Elizabeth Gable Eveline Grady Thomas Willetto

**Motion to approve the minutes of the special meeting from 2021-04-26 by Eveline Grady
Second by Heather Caruso**

Motion was approved: 5-1-0

Yay	Abstain	Nay
Heather Caruso Colleen Elliott Elizabeth Gable Eveline Grady Thomas Willetto	Ari Axelrod	-

3. Public Comments

Nick Griffin: Shared that he is a 7th grader at P2P and has attended the school since kindergarten. He shared that he warmly welcomed the new secondary schedule which will no longer have 1-8 days on Mondays.

Cristiana Munteanu: Asked for increased transparency and respect of parental rights. Questioned why the board hasn't been more forceful in reprimanding a violation of federal law (student climate survey) and that it took her three months to access the 5th grade sex education curriculum. Reminded the board that parents have a right to opt their children out of surveys. Asked for better communication and transparency with regards to hired communication support. Encouraged the board to not discount the findings of the accountability survey. Asked the board to be more inclusive of all voices and improve its

communication with stakeholders.

Anthony Viers: Shared that he goes by a Facebook alias TonyTheDuce and that he engaged in a Facebook conversation on the FB P2P parent engagement network the week prior. After that exchange, someone created a fake email address using his alias. Harassing emails were sent from tonytheduce1@protonmail.com to P2P staff and board members targeting the spouse of a board member. Whoever did this engaged in online bullying and had access to board and staff emails that are not readily available online. This is online bullying and he shared his deep concern that someone in our community would commit such a slanderous attack.

Robyn Axelrod: Complained that Colleen Elliott and the P2P board defamed her and spread lies. She shared that the board president bullied her because she asked for the results of an illegal survey. Stated that the board should be ashamed of themselves.

Colleen Elliott: Reminded the public to respect the public comments code of conduct. Reminded the public that this agenda item is not an opportunity to launch specific complaints against individuals and that proper pathways should be used to file a complaint.

Ari Axelrod: Was seeking redress and wanted to use the public comment time for a comment.

Colleen Elliott: Noted that Ari Axelrod was speaking out of order and asked for the next public speaker to proceed.

Mary Campell: Shared that the ongoing discussions around members of our community and their identities has caused many staff members to question their ability to continue to work at P2P if it becomes a place that is not supportive of all students and families. Many students are distraught due to the current rhetoric. Reminded board members that they are expected to establish good working relationships with administrators and staff and that they are to model character in every situation. Asked the board to remove the agenda item 'board concerns' from the bylaws as it opens the door to bypassing proper communication channels and does not allow for the public or staff to properly prepare for board meetings. Shared that many staff members had received harmful emails from an anonymous email address disparaging members of our community - asked for that behavior to stop. Thanked the board president for bringing light to recent events that have distracted from the mission of the school. Encouraged future board members to not get involved in the minutia and day to day operations of the school.

Andy Shedd: Commented on the importance of knowing about problems that our students are facing in order to address them and the importance of the climate survey. Wanted to remind everyone that students equipped with phones and technology are already relying on each other and the internet for information that they are not getting from their families or school. They worry about issues of identity, diversity, safe bodily choices whether the school or families are involved or not. By asking questions anonymously, without collecting student names or emails, the school is able to assess what issues are facing the wider school community or certain groups of students. The survey helps the professionals know about increased rates of mental health concerns, suicide etc and helps build a safe and inclusive environment. Added that administrators had apologized and taken corrective action with regards to giving parents advance notice and consent for surveys and that efforts to characterize the administration of the survey as a pattern of deceit is inaccurate.

Carla Flanhofer: Thanked her students for their resiliency and engagement throughout this year. Expressed her deep appreciation for the support and efforts of the administration in navigating a tough year with no right answers or solutions. Thanked the board chair for the clear communication about the survey issue and for the administration's efforts to continue to use this data to grow while gaining consent in the future. The intent of these surveys is to always better support our students. The data can inform the school's efforts and programming in important ways to ensure all students have equal access to a positive educational experience. Thanked the administration to prioritize equity work and encouraged the community to read updates about the work in the Friday Digest. Reminded the community about best social media and email practices. Recent online behavior from some in the community have usurped communication pathways, spread misinformation and have been causing real fear, harm and disruption in our community. Whether in social media posts to publicly accessible sites or in targeted emails, this behavior does not model to our students the character education we promote at P2P nor does it foster the positive, celebratory community that we know creates a healthier environment for our students. Implored the community to refrain from online behavior that distracts from our mission.

Joseph Barbour: Echoed everything that Carla Flanhofer said. Thanked the ELT and the incredible work they have done this year. Shared that it's hard to imagine all the difficult decisions that had to be made during this pandemic year. Expressed deep concerns he has as the only minority teacher at the school and shared that he feels fear for his job. He shared his shock and disbelief by some of the behavior that was on display at today's meeting. He shared that teachers are standing firmly behind their administrators (ELT).

Tara Amidon: Expressed her gratitude as a graduating senior to the P2P staff and leadership for consistently centering student well-being and health as they faced all but impossible decisions this year. This has been an incredibly tough year, but throughout it was clear to her that P2P did everything it could to keep students engaged and learning while prioritizing their mental and physical health. Shared that she will begin a program in public health and international affairs at Lafayette College. Believes that her classroom experience where she had discussion about controversial topics with people who didn't share her opinions challenged her preconceived ideas and values and that she learned the most when made uncomfortable with what she thought she knew. In light of the conversations happening about divisiveness in our community she shared her experience as part of P2P's Ethic Bowls team where every year the team made it their practice to ask themselves the question 'how would a reasonable person disagree with me'. She shared her hope that as she leaves P2P the community will offer dignity and show respect toward each other and continue to keep what's best for all students as the top priority.

Kyle Mathes: Thanked the ELT and Board of directors for last year's work. He shared his concern that the school has a Board member who has used a proxy CORA request. It's unethical to use those methods. Mr. Mathes called for the resignation of Ari Axelrod. He shared a concern that educational funds may have been misused illegally.

Colleen Elliott: Reminded the public to respect the public comments code of conduct. Reminded the public that this agenda item is not an opportunity to launch specific complaints against individuals and that proper pathways should be used to file a complaint.

Deanne Kasic: Shared that she is a parent of two P2P students. Her family has been part of P2P for 10 years and she has volunteered in the classroom and has served on various committees. She voiced her concerns for the entire P2P community including board members, staff and families and our students due to the harassing email which has been brought to light in previous comments. Feared that our school will not be able to move forward to rise above this incredibly challenging year if there is a member of our community stealing names and identities with the intent of harassing others and causing controversy in our school. Wanted everyone to be aware of the situation and its negative impacts on our board, our staff and students.

4. Board Member Concerns

Colleen Elliott: Gave a background on why this agenda item is currently on the agenda (it’s in our bylaws). Good working practice is that board member concerns be shared around specific agenda items. It was requested that the item be added to the agenda. However it was used in a previous meeting and created a ‘gotcha’ moment which is not best working practice.

**Motion to waive this agenda item from this meeting, Thomas Willetto
Second: Eveline Grady**

Discussion:

- Attention to detail is commendable, but this item does not best serve our school.
- It lacks transparency.
- Creates unproductive ‘gotcha’ situations.

Motion was approved: 5-0-1

Yay	Abstain	Nay
Heather Caruso Colleen Elliott Elizabeth Gable Eveline Grady Thomas Willetto	-	Ari Axelrod

5. Celebrations/Kudos

Thomas Willetto: Thanked Tracy Durland and her team for handling the massive testing schedule so competently. We saw the week filled with AP tests, CMAS tests and iready tests that required a lot of logistics. Well done!

Kelly Reeser: Kudos to Senor Barbour (Senor Bay) and the students in the Heritage speakers class who participated in the shadowbox display at the Museum of Boulder. The exhibit is a part of a larger project to showcase Latino culture in Boulder County. The shadow boxes in the exhibit were created by students from several Boulder Valley high schools with the intention of allowing young people to tell their perspectives through the use of artifacts and symbols. National College Decision Day was on May 1st. As of today, 110/136 of our seniors have committed to colleges/universities around the country and the

world, and the others are in the process of making their plans. Congratulations and kudos to all our seniors for their accomplishments, and many thanks to the high school counseling staff and all the teachers who have supported them in their journeys! Encouraged everyone to check out the Puma Spotlight and the school's official Facebook page for many, many celebrations of accomplishments and kudos-worthy events that our students are participating in. There is lots to celebrate!

Sam Todd: Kudos to Kristianna Vedvik who juggles a multitude of responsibilities. The school's benefits specialist had a medical emergency and Kristianna filled in the gaps promptly. Our school received kudos from the League of Charter Schools for being recognized as a 10 top school in Colorado and also had nationwide recognition.

Colleen Elliott: Extended her thanks to all P2P staff for taking us to a place where we get recognized nationwide to be a top performing school, namely 2nd in Colorado and 114th in the country. That is something to be excited and proud about.

Melissa Christensen: Much gratitude for all of the parents/guardians who are consistently completing the Daily Health Screener, answering symptoms honestly (even when it usually has nothing to do with COVID), and keeping students home when there are questions. Thanks to all of their efforts, we've been able to maintain a highly consistent and uninterrupted learning experience for our elementary students, and are grateful for the efforts each day from families who have done a tremendous job of this throughout the year. Kudos to Terri Tarbutton, Amy Skinner, Louise Peng for their behind-the-scenes work to manage our school finances and record keeping. They are so helpful, responsive, and kind when assisting staff and families, and manage so many different tasks each day without notice.

Heather Caruso: Shared her gratitude for the transition night for Middle School students to High School. Our staff did an amazing job emphasizing the whole person in our students. Thanked the community for their involvement and for paying attention to board meetings.

Clara Quinlan: Kudos to our parent/guardian volunteers who provided staff snacks and bubbly drinks during Teacher Appreciation Week. The staff felt honored, and continues to be grateful for our families' support throughout this entire year. Kudos to the MS students for sharing their joy and curiosity for learning with us all, each day, whether learning in person or from home. From excited comments about studying black holes in math class to playing interactive classroom games in which in-person learners teamed up with at-home learners to battle for learning glory, our students remind us what makes our educational community so vibrant and unique.

Kyle Mathews: Thanked Karen Amidon, the high school student council, and the crew of high school staff chaperones for throwing a great socially distanced prom on Friday night at the Dove House in Lafayette. Thanks to Cindy Guajardo and Heather Bertarelli for also being there to take photos of our event. Kudos to Meghan Lukens, Joe Howard and Mary Campbell, grade level leaders for 9th-11th, for organizing grade level events including connection time, ice cream, and games on the north field after school. Thanked Tracy Durland and Traci Schoeneweis for working behind the scenes to help organize senior week and our events leading up to graduation on Friday, May 21st.

Eveline Grady: Thanked the Hiring team (HOD) for their continued efforts. They work countless hours behind the scenes to hire and attract the best professionals for our school.

Elizabeth Gable: Thanked Vicki Lundquist, our school’s registrar and gatekeeper, who single handedly helps families with enrollment processes and many other questions they have.

6. Graduation update

Kyle Mathews gave an update around senior graduation. The graduation will be held on Friday, May 21 at Boulder Hecht Field from 7-8pm. Students can invite up to eight guests for the event. Mr. Mathews walked the board through all the senior events that will be occurring prior to graduation.

7. Consultant Contracts

Motion to approve, ratify and confirm contracts with Amber Kim of Amber Kim consulting and Jaimee Miller an independent contractor that Sam Todd and Kelly Reeser have entered into, by Thomas Willetto

Second: Colleen Elliott

Discussions:

- Having a back-up signer for signing contracts will be a good change.
- Amber Kim’s work has grown over time, hence this motion is correcting that status.
- BVSDs contract policy differs from P2Ps.
- We should look at policy updates in the Fall.

Motion was approved: 5-0-1

Yay	Abstain	Nay
Heather Caruso Colleen Elliott Elizabeth Gable Eveline Grady Thomas Willetto	-	Ari Axelrod

8. Update on CORA issue

Colleen Elliott gave an update on the CORA issue and walked the board through the CORA request sequence of events and explained that the school was faced to either go to court to file to withhold data or to reveal it.

- Ms. Axelrod, the CORA requester, agreed to receive aggregate data only.
- Ms. Axelrod has elevated the issue to the district.
- Ms. Reeser is in touch with the district. They are aware of the issue and the course correction on administering surveys. The district has been appreciative of this.
- There is no need for a follow-up vote as the issue has become moot.

9. Q3 Financial Report & Year-End Financial Projections

(written report submitted)

Sam Todd walked the board through his written report:

Q3 2020-21 Financial Reports

General Fund 11

- YTD revenues came in at \$13.6 million, or 74% of budget at the end of Q3
- YTD expenses totaled \$11.6 million, or 64% of budget
- A surplus of \$477K was generated in Q3, bringing the YTD total to \$1.9 million
- The Fund 11 fund balance exceeded \$7.5 million at the end of Q3

Food Services Fund 21

- YTD revenues were \$74K, or 27% of budget at the end of Q3
- YTD expenses were \$239K, or 55% of budget
- A shortfall of \$54K was generated in Q3, bringing the YTD total to a \$96K loss
- The Fund 21 fund balance at the end of Q3 was (\$62K)

Operations and Technology Fund 65

- YTD revenues were \$1.1M, or 75% of budget at the end of Q3
- YTD expenses were \$1.2M, or 69% of budget
- A shortfall of \$95K was generated in Q3, bringing the YTD total to \$118K loss
- The Fund 65 fund balance at the end of Q3 was \$417K

Projected Q4/End-of-Year 2020-21 Financial Results

General Fund 11

- Total revenues and transferred-in net fundraising donations from Friends of P2P are projected to be \$18 million, or 98% of budget.
- Fundraising net revenues and A&A fees will come in below budget due to the COVID-19 pandemic
- Total expenditures are projected to be \$16.9 million, or 94% of budget.
- Instructional supply expenses and local program expenses are expected to come in much lower than budget due to the pandemic
- \$216K is projected to be transferred to food services due to the pandemic, to make up for lost revenue
- A budget surplus of \$933K is projected for the fiscal year after transfers
- The Fund 11 fund balance is projected to be \$6.6 million

Food Service Fund 21

- The program has only been offering food for pickup, and the cafeteria has been closed all year
- Total revenues are projected to be \$124K, or 44% of budget
- Total program expenses are projected to be \$340K, or 78% of budget
- All food services staff will continue to be paid through the end of the fiscal year
- A budget shortfall of about \$216K is projected for year-end
- The projected shortfall will be transferred-in from Fund 11
- The year-end fund balance is projected to be \$34K

Operations & Technology Fund 65

- Total revenues are projected to be \$1.5 million, or 100% of budget
- Total expenses are projected to be \$1.7M, or 93% of budget

- A budget shortfall of \$205K is projected for the fiscal year
- The ending fund balance is projected to be \$330K

No discussions

10. FBC Report, New Investment Option and 2021-22 Budget Recommendation

(written report submitted)

Sam Todd reported that the FBC met and had discussions about investment options. Ben Mendenhall from COLOTRUST joined the FBC meeting to explain a new investment option at COLOTRUST called "EDGE". This new investment option will meet all Public Deposit Protection Act regulations and will generate higher interest earnings in the mid- to long-term than the existing "PLUS+" option that P2P currently utilizes. After hearing Mr. Mendenhall's presentation, the FBC discussed their comfort level with potentially moving some of P2P's \$6.5 million held in COLOTRUST's PLUS+ account to EDGE. The FBC agreed that keeping \$1.5 million in PLUS+ would meet any short-term emergency needs of the school based on past experience. In addition, the TABOR reserve will also remain in PLUS+ for liquidity purposes. The remaining financial reserves can be moved into EDGE to improve interest earnings.

Motion to approve the recommendation of the FBC as presented in the FBC report, retaining the TABOR reserve (currently \$588K), in addition to \$1.5 million of existing reserves in COLOTRUST PLUS+. The remaining financial reserves should be moved to a new COLOTRUST EDGE account, which would currently be \$4.48 million, by Thomas Willetto

Second by Colleen Elliott

Discussions:

- Smart to have a higher interest earning account.
- Appreciative of external FBC member's advice on this.

The motion was approved: 6-0-0

Sam Todd shared that the FBC recommends to approve the preliminary budget under the assumptions that we currently have. The updated preliminary budget was shared with the board.

Sam Todd walked the bod through the preliminary budget's focus areas:

- It's a fiscally conservative budget
- Has focus on competitive salaries
- Academic programs and employee salaries are top priorities of the budget
- A new compensation system is being implemented for hourly support staff that includes
- new pay scales

Motion to approve the preliminarily budget 2021-22 as presented and reviewed, by Thomas Willetto

Second Elizabeth Gable

- Discussions ensued on a proposed amendment to the budget.
- Final budget comes in the Fall.
- We will pass a supplemental budget if there are changes.
- So far, assumptions we have made have been accurate.
- Amendment was withdrawn.

Motion was approved: 5-0-0 (Heather Caruso lost connectivity during the vote and did not participate in the vote)

Yay	Abstain	Nay
Ari Axelrod Colleen Elliott Elizabeth Gable Eveline Grady Thomas Willetto		

11. HB-1295 Charter Schools Appeals Bill

Sam Todd walked the board through the Bacon Bill (HB-1295). The bill is designed to lessen the power of charter schools and increase the power of school districts when it comes to matters of contract disputes. The bill would make it harder to challenge contractual issues. The Colorado League of Charter Schools is urging the charter community to take a position in opposition to this bill.

Discussions:

- BOD should make a resolution/statement to submit to the legislature.
- Could work with legal counsel to approve the resolution.
- Encouraged the community to sign up for League emails which provide links to address your legislators.
- Lobbying requirements need to be clarified.
- Friday Digest could be used to share information with our community.

12. Annual Meeting Presentation/Info

Colleen Elliott: Each year in May the ELT and BOD share out an annual meeting presentation. It’s required by our bylaws. Similar to last year the ELT and board have created a recorded session which is available online. The candidate Q&A panel is virtual again this year and will start at 7:30pm. Many thanks to the election committee for preparing for the Q&A panel, sifting through many questions and running the election.

13. Adjourn Peak to Peak Board meeting 6:52pm

Motion to Adjourn: Thomas Willetto

Seconded: Elizabeth Gable

The motion passed 6-0

Respectfully Submitted,

Eveline Grady

**Eveline Grady, Secretary
Peak to Peak Board of Directors**