



College Prep in a Small School Environment

Minutes of the regular meeting of the Peak to Peak Board of Directors

Tuesday, May 25 2021 at 5:00pm

Videoconference: zoom meeting

<https://us02web.zoom.us/j/84823572460>

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 @ 5:01 PM

In attendance by video conferencing:

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

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

Absent: Elizabeth Gable

Guests: Beth Custard, John Wilcox, Kristiana Vedvik, Jen Dauzvardis, Holly Monarski, Traci Schoeneweis, Keri Dunphy, Colleen Wilcox, Jaimee Miller, Monika Bunting, Macaela Holmes Fuller, Tracy Durland, Chriss Douglass, Jennifer Douglass, Mary Campbell, Brandi Scott, Barry Arrington, Alison Berman, Allie Cross, Annie Sasseville, Anthony Viers, Brian Boonstra, Camille Ibsen, Cathay Rein, Chirag Shah, Coco Nevadomski, Heather Szott, Ileana Peterson, Jaimee Miller, Jennifer Douglass, Chris Douglass, Kajsa Schneider, Kate Martin, Kathy Lowrimore, Megan Holstein, Megan Mehus, Michelle Eckstein, Monika Bunting, Nicole Brooks, Sarah Greene, Shuang Wang, Steve Widmar, Terri Tarbutton, Todd Dierking, Tracey Sutton, Tracy Durland, Holly Widmar, Kara Rigney, Vicki Lundquist, Sasha Viers, Kimberly Gannett, Joanne Hyman, Brian Knox, David Woo, Amanda Stone, Jen Jouzdani, Karen Amidon, Marleene Buttice, Lora Averill, Kimberly Livingston, Kim Struck, Raegan Coutremanche, Shannon Berg, Vanessa Bonner, Patrick Schweiger, Scott Hudson (and many unidentified phone numbers and first name only guests)

2. Consent grouping - Approval of minutes 05/05/21 and 05/13/2021

Motion to approve the minutes of 05/05/21 and of the special meeting 05/13/2021 by Thomas Willetto

Second: Heather Caruso

Motion approved: 5-0-0

3. Public comments

Beth Custard: Introduced herself as having two children at P2P as well as a P2P alumnus and that she has volunteered in many capacities at our school, including for seven years on the hiring committee. Community is what she values most about P2P. She co-authored a petition for the recall of a board member and did not take that decision lightly for fear of creating division. Petitioners began a recall petition through change.org. and it was submitted to the board on May 11th, 2 weeks prior to the May 25th board meeting, in accordance with the bylaws. Although 266 of the signatures were verified as eligible community members, petitioners were told on Friday “that for these purposes they are not considered signatures.” Instead of celebrating graduation over the weekend, petitioners were dealing with a technicality out of fear of the legal ramifications if sued. Over the weekend, petitioners sent out the exact same petition on a more robust platform and re-collected 232 out of the 266 verified names, and re-submitted the petition yesterday. The original petition was submitted 2 weeks ago, as required. The bylaws do not give any detail about what constitutes a signature but the petitioners respect the election committee erring on the side of caution. Petitioners hope that the board hears the community. They want a vote to recall a board member who ran unopposed and has done nothing but distract from the mission and vision of our school. Petitioners respectfully request that the board task the election committee to move forward with a recall vote as quickly as possible.

Colleen Wilcox: Shared her regret that the school would not be using Revas machines going forward for students who will be absent. Her high school daughter greatly benefited from the remote option the Revas system provided. As an innovative school we should consider keeping the Revas cameras as they present an incredible opportunity for our school and it could prevent the spread of illness. It would allow absent students to follow classes remotely. She hoped that P2P would consider keeping this technology going into next school year.

Jaimee Miller: Introduced herself as a long time community member with a great passion for the school and community and one of the four authors of the petition for a recall and among 400+ signers and supporters of the petition. Unless the subject of the petition immediately resigns, the petitioners and signatories respectfully call on the board and elections committee to hold the special recall election as soon as possible. She encouraged every community member to be informed and vote. 34% of the community voted in the recent election. For a recall to be successful 30% of the community must vote and it is imperative that the community makes its voice heard. Encouraged the community to be and stay engaged and to reach out to the petitioners should there be any questions.

Monika Bunting: Introduced herself as a veteran member of the teaching staff (18 years at P2P). She spoke of the profound dedication and level of excellence the teaching staff brings to school every day. Teachers greatly value the relationships they have built with students as well as parents and guardians. She pleaded with parents and guardians to follow communication pathways when an issue arises. Some parents have complained about teachers on social media which is very hurtful and leaves teachers feeling sad and disrespected. Reminded the community that teachers always welcome a mindful conversation with all parents and guardians.

Macaela Holmes Fuller: Shared that it was wonderful to see the school coming together to celebrate the High School seniors. She introduced herself as a staff member and will soon also be a P2P parent. She thanked the board for their leadership this year. She spoke about an Individual on the board and respectfully asked him to resign.

Tracy Durland: Shared a letter that was sent to the P2P Board and signed by 115 staff members: "The undersigned on this letter are making an earnest and unified plea to those who continue to sow discord in our community: Stop.

We support Kelly Reeser, our Executive Leadership Team, and members of our Board of Directors. They have guided our school through the most historically difficult era of our existence. Kelly and our administration have led with grace and confidence through difficult growing pains including tragedy and a global pandemic. They have proven themselves to be level-headed, innovative, collaborative and supportive of all stakeholders, moving with deliberation and integrity. This is especially evident in their ownership of their mistakes. Throughout this crisis, they have elevated the needs of Peak to Peak above their own and have endured untold stress as they navigated the uncharted waters of this trying time. The burden of constant decision-making, while taking into consideration the diverse needs of so many members of our community, has been borne with stoic grace. This kind of dedication should not be met with attacks on their character.

We, the teachers and staff of Peak to Peak, ask for the perpetuation of hurtful rhetoric to stop. It only serves to divide a community that has repeatedly voiced a desire for an end to this shameful divisiveness. Please allow our administration and our Board of Directors to return to the business of caring for and educating the children of Peak to Peak. Enough time, money, and energy have been expended in this arena, with only painful results. This must not continue."

Chris Douglass: Shared his appreciation for all the amazing ways all staff, administrators and board leadership have shown up for kids this year. Shared his concern that the community has gotten distracted and invited everyone to remember their purpose which is to educate students. Shared his gratitude for the phenomenal teachers of the school and reminded everyone that if we have an environment in which teachers can't thrive, kids can't thrive either.

Jennifer Douglass: Shared that she does not appreciate the current us vs them attitude. It is not ok to make teachers not feel good at work. She did not sign the petition as she saw issues with the petition. She asked the community to stop assaulting each other and to lead with kindness.

Mary Campbell: Thanked teachers and administrators and students for having persevered in

this difficult year. Congratulated Tracy Durland and Traci Schoeneweis for organizing a beautiful graduation ceremony. At the last board meeting she pleaded for disparaging comments to stop and reminded board members of their duty to be ambassadors for our community. She shared that the staff is in full support of our administrators. She stated that the p2pexposed website is harming our community and that the community is exhausted. She asked for the resignation of a board member.

Brandi Scott: Thanked Chris & Jennifer Douglass for their comments. As a former P2P para-professional, and a member of the P2P community for the past 9 years, she said that the last several board meetings have been far too circus-like. “Staff and board members are blowing up particular issues such as new equity endeavors, a website they don’t like, and a fellow board member they don’t like and making them bigger than they seem to be among the parent community at large. Many people believe this is an effort to create distraction from the fact they are the only school in our area to only provide a half-day of school and drastically less teacher/pupil contact hours than the minimum requirements of the Colorado Department of Education’s Policy on Instructional Time during the pandemic while also providing significantly less in-person options. P2P needs to become a student focused school instead of placing a higher value on their reputation with US News High School rankings and other such publications, and also their own bubble. P2P is a public tax-payer funded school and should follow all federal laws as well as their own by-laws and published processes. If they rid the school of the cronyism, nepotism, and favoritism to donors with deep pockets with which the school is rife with, and instead solely focus on the students at all times and learn to handle conflict better, then they need not worry about websites touting the school's antics or spending money on lawyers. The board and ELT should heed the results, comments, suggestions from the parent satisfaction survey so as to avoid much future discord. And most importantly, P2P should take a hard look at the student’s i-Ready and CMAS scores this year and reflect upon what half-day school resulted in for the precious students it serves. It should also reflect upon how their schedule impacted the emotional health of students and their families, as well as how they ignored that as a public school they have a socio-economic responsibility to be full day, just as other schools did.”

4. Board member concerns

Colleen Elliott: Gave a background on why this agenda item is currently on the agenda.

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

Discussions ensued

Motion was approved: 4-0-1

Yay	Abstain	Nay
Heather Caruso Colleen Elliott	-	Ari Axelrod

Eveline Grady Thomas Willetto		
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5. Celebrations/Kudos

Kelly Reeser: Shared her gratitude to students and guardians & families, and for the support and feedback and dialogue we have had this year. Shared her deep appreciation for the flexibility students demonstrated. Leadership knows how challenging the year was and is thankful that the community pulled through together.

Sam Todd: Thanked the board for approving the preliminary budget on May 5th. Because of that, we were able to send out offer letters to all staff members early this year.

Clara Quinlan: Thanked Vicki Hanke who is leading the 8th grade continuation ceremony efforts, and also Tracy Durland who is also helping with the logistics. 8th grade students are teaming up with 6th grade teaching teams and are making a video for incoming students.

Heather Caruso: Shared much gratitude for teachers and appreciation for community members. She encouraged everyone to stay engaged. She congratulated Ms. Knorr who got nominated by a group of parents for a Succeeds Prize recognizing her instructional leadership in teaching the transition, thrive and advisory program.

Kyle Mathews: Kudos to the hubb staff, Josh Benson, Michelle Karr and Jessica Doubrava who have been the HS's boots on ground throughout the year, doing screeners, welcoming kids, helping out with chrome books etc. Thanked John Wolcox who is managing a busy load this summer. Will be tearing down a wall to create a state of the art teaching room. Thanks to John Wilcox for upgrading our campus so that it's a great place to work at.

Melissa Christensen: Thanked all the paraprofessional staff for their efforts this year. The school couldn't accomplish their work without them. Paraprofessionals have been on campus for most of the year and they have been crucial for implementing all the important and foundational systems.

Colleen Elliott: Thanked Tracy Durland, Traci Schoeneweis, Kelly Reeser and Jen Dauzvardis, for organizing the graduation ceremony. It was a beautiful ceremony and it was great to see students together and listen to great speeches. Thanked Rachel Hirt for the Friends of P2P report and highlighted her accomplishments raising funds and boosting spirit work. The level of engagement throughout the year was remarkable - loves the enthusiasm Rachel brings to work.

Eveline Grady: Shared her gratitude for all the candidates who ran in the last election cycle and congratulated those who garnered the most votes. Thanked the Elections Committee which ran another smooth election with great attention to detail. Commended the school for issuing another great Piqued alumni newspaper. Shared her excitement for the seed library that was spearheaded by Monika Bunting and Annie Sasseville and looks forward to how that will enrich our school's curriculum.

Heather Caruso: Shared her gratitude for Ms Ball who did an amazing job bringing distance learners on campus. It was a great and thoughtful gesture for kids who had a great glow when they saw each other in person for the first time in a long time.

6. Welcome to new board members

Colleen Elliott thanked the Elections Committee which ran the annual election process, and welcomed Shirag Shah, Marleene Buttice, Brian Boonstra as new board members in the fall.

The board of directors will have an orientation in the fall.

7. Celebrating, appreciating and supporting our community

(written report given)

Sam Todd gave a presentation on how we could celebrate our community as it was a difficult year for everyone.

To support our students the school is allocating almost 50'000 to go towards the purchase of chromebooks and equipment. The levels of support for social-emotional learning needs (given the pandemic) will be increased. The school will be expanding opportunities for concurring enrollment and equity literacy and leadership opportunities.

For parents: A generous parent donation will allow the school to purchase t-shirts to give to our guardians and parents. Want to generate enthusiasm to be back to normal in the fall.

For staff: Looking at providing an end of year bonus. Looking at a total of \$164, 284 - which puts P2P in step with the district. Funding is coming out of the budget surplus.

(Staff: \$1,000 for full-time, prorated for those working part-time

Coaches: \$250 (\$500 if coaching more than one season)

Subs/CM's: \$250 for greater than 100 hours of work, \$100 for all others)

**Motion to approve the proposed bonuses for staff as presented by Ari Axelrod
Second Thomas Willetto**

Motion was approved: 5-0-0

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

8. K-12 assessment, Data & Tech Manager Job Description

(written report given)

Kelly Reeser: This is a new job description and is coming to the board for approval. It's a replacement for the assessment coordinator role. State assessments have evolved over the years and have moved to digital platforms. This job description is an attempt to capture those new and remaining duties of the testing coordinator and other duties that were dispersed among staff, and funnel them into one role. Part of the duties will entail garnering data for KPIs, facilitating data discussions, using Tableau and Razors Edge - two systems which are currently under-utilized and/or only known by one staff member.

Discussions ensued.

- Position won't affect FTE although there would be a salary adjustment. (Will be reflected in the fall budget).
- It's a standard process to approve a job description - and then approve the dollars in the budget separately.
- Will be on the next agenda for a vote.

9. Curriculum Proposals:

(written report given)

Motion to approve the following curriculum proposals by Thomas Willetto

- 21-22 Theater Productions**
- AP Chemistry Text**
- Secondary English Text**

Second: Eveline Grady

Discussion:

- Board member talked about process.
- Curriculum was published to the community per usual guidelines.
- The Board was alerted to these items weeks ago and encouraged to reach out to curriculum leads with questions.
- No public comments were made to any of the proposals.

Motion was approved: 4-0-1

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

10. Website actions item update

- Last board meeting was held to discuss the p2pexposed website.
- Board has discussed talking to a PR firm.
- Owner of website has been forthcoming
- Board has engaged with BVSD
- Regarding PR firm we have reached out to some former connections.

11. Petition to recall Ari Axelrod

Colleen Elliott: walked everyone through the process of a recall so that the community understands the process. On May 11 the board received a petition to recall Mr Ari Axelrod. Change.org was initially used for the petition. Subsequently, petitioners asked the same community to use a platform that collects signatures using a signature verification process. 231 of those electronic signatures were validated and that is more than 10% needed as outlined in our bylaws. The board does not vote or approve the petition. It just lists it on the agenda. If petitioners do not withdraw a recall election process is initiated.

Point of personal privilege was invoked by Ari Axelrod: He shared his concern with: process, 1 person 1 vote, bylaws, and the petition. Stated that the Petition process is unfair and that the Petition contains false and misleading allegations. Contested legality of signatures. Asked petitioners to withdraw. Reserved right to dispute and asked for a reset.

Discussions: According to the school's counsel Barry Arrington, Peak to Peak is not subject to Colorado Election law as it operates as a Charter school under the Colorado Nonprofit Corporation Act. That act provides for recall or removal provisions and our bylaws comport with those nonprofit corporation act removal provisions.

- A recall is a trying situation - everyone is trying to do the right thing.
- Board believes that this is a valid petition which is why this process is moving forward. It's not a board decision but a community decision.

Colleen Elliott asked Beth Custard who represented the petitioners if the petitioners are withdrawing their petition. Beth Custard replied that the petitioners are not withdrawing their petition and spoke on behalf of other petitioners and over 400 voters.

- Next step is to initiate the recall election process.
- Election needs to be held within 45 days of this board meeting.
- Election ballot will include recall of Mr. Ari Axelrod as well as candidate replacement candidates.
- The 4th candidate as outlined in the petition is not what our bylaws require. We need to follow our bylaws and open the candidate replacement ballot to the community.
- The election committee is now responsible for running an election process. Given the summer break the process will be expedient. An email will go out to the community after this meeting that will outline the election process. All candidates must submit their candidacy by May 31. We may or may not be running another Q&A. Voting should start Friday June 4th and conclude June 10th. Results would be announced June 11. Lots of details have to be worked out.

Colleen Elliott clarified how board members divide up their board committee work. Currently, Eveline Grady is liaison to the Elections committee and Colleen Elliott has joined that effort. Typically, the board determines board liaisons at the beginning of the school year. Each committee typically has a main and a back-up liaison and the board doesn't vote on those. Throughout this school year we had a lot of shifts due to the departure of a board member. When the departure happened, the board decided that board members could call on another board member for support should that be needed. In this case, Eveline Grady reached out to Colleen Elliott for support, especially since she is the legal liaison. That explains why Colleen Elliott joined the Elections committee mid-term.

Break 6:43pm -6:57

Colleen Elliott: Has already received lots of questions around the recall. Asks the community to reach out to herself or the Elections Committee. Reminded the community that the school is governed by the non-profit corporation act and has the freedom to set up its own guidelines which we are in compliance with.

12. EDO Report

(written report given)

Sam Todd walked the board through his report:

- Property and Casualty Insurance - The property and casualty insurance renewal premiums came in competitively through our insurance broker, CCIG, at \$122,343, which was \$7,939 more than last year’s premiums, a 6.9% increase. We have been very pleased with the service and coverage we have been receiving with Philadelphia, which has been insuring P2P for 11 years and was the low bidder this year.
- City of Lafayette Sidewalk Refund
- HB 1295 (known as the Bacon bill) has been introduced on the house floor. This legislation could be very damaging to charter schools as it would put restrictions on contract disputes that favor school districts.
- Food services: we are serving 400 meals a day which is exciting.
- Rachel Hirt has a lot of plans for community development next year and boosting school spirit.
- Offer letters were distributed
- Willoughby Corner has been on hold through the pandemic. They are finishing up plans to start next year with construction.

13. Capital Projects approval

(written report given)

Thomas Willetto motioned to approve the following recommended contractor selections, and contract amounts, for the facilities projects as presented and reviewed by Sam Todd:

1. Elementary playground asphalt replacement, by Chacon Paving, Inc., for \$95,788.00
2. Innovative Furniture purchase, from OfficeScapes, for \$90,889.56
3. Parking lot asphalt repairs, sealing and re-striping, by APEX Pavement Solutions, LLC, for \$42,960.42

Second: Eveline Grady

Sam Todd walked through the details of the capital projects. Bids are coming in under budget.

Motion was approved: 5-0-0

Yay	Abstain	Nay
Ari Axelrod Heather Caruso Colleen Elliott Eveline Grady	-	-

14. EDE report

(written report given)

Kelly Reeser:

- Encouraged everyone to celebrate the incredible achievements of our students.
- Seed project funded through innovation grant program
- Piqued magazine
- Next year's schedule. The Elementary School schedule will look similar to pre pandemic times. At the secondary level 1-8 days are being eliminated - will be moving to a full block schedule. Schedule was published in Friday Digest.
- We will follow guidance from the BVSD health department. Not sure yet if we have to continue with screenings and masks.
- Lots of social and emotional needs and academic evaluations will happen at the beginning of the next school year. Routines will have to be relearned.
- Recognized the mistakes that were made in administering the student climate survey.
- Equity work is being housed on our website and is accessible to our community. Next year we should have more Q&A sessions and focus groups.
- Open Enrollment numbers will be updated - we have a strong waitlist at every level.
- Updated the relational KPIs.
- Hiring updates
- Updated her goals

Discussion:

- KPI updates - relational work - there is a need to engage with our community in different ways. Conversations around lack of transparency often lack understanding of our various work streams.
- Conversations about equity literacy. It's all about providing better support to all needs within our students. Being responsive to our students as they present.
- Pandemic brought to forefront inequities that our students face.
- Discussion around REVAS cameras.

15. Principal reports

(written reports were given)

Melissa Christensen:

- Spoke about testing and where progress was made this year.
- Looking into August we will need to address a lot of shortcomings created by the pandemic. New dashboard will help ES target interventions better.
- Arranged schedule to reprioritize learning.
- Hosted a virtual kindergarten readiness meeting.
- Hosted in person distance learners to familiarize themselves with the spaces they will be in next year.
- Identified a few professional development priorities (trauma informed practices,

math and instructional strategies)

Clara Quinlan:

- Several of her highlights have been mentioned.
- Some systems that the pandemic generated will enrich the MS, such as Flipgrip promo videos
- Gratitude to Vicki Lundquist and everyone in the financial office for creating a flexible schedule so that students could access a big selection of classes.
- P2P has received accolades from BVSD for its MTSS work.
- Mentorship work will be a renewed focus.
- Was moved that a group of new and returning 6th grade families nominated Ms. Knorr for the Succeeds Prize for her Transitions, THRIVE and advisory program and her instructional leadership in teaching students how to explore their identities, agency and voice.

Kyle Mathews:

- Shared lots of accolades from national rankings and other great accomplishments from our students.
- Celebrated Rachel Medina and Kaighleigh Esswein our Key Club sponsors.
- Busy year for curriculum: Focus on grading for equity.
- Working on teaching assignments
- AP exams are happening
- Partnership projects:
 - Will be engaging with a local tech firm *Inovonics* that wants to collaborate with some of our students.
 - Will look at collaborating with Lafayette Open Space on the Waneka Centennial Farm project. A full service farm project could engage our students.
- Talked about field trips next year
- Made it through senior week and all seniors graduated.
- Season D in athletics.

16. Board reflection - feedback

none

17. Adjourn Peak to Peak Board meeting 8:06pm

Motion to Adjourn: Thomas Willetto

Seconded: Heather Caruso

The motion passed 5-0-0

Respectfully Submitted,

Eveline Grady

Eveline Grady, Secretary
Peak to Peak Board of Directors