



A Traditional American Education

MINUTES

BOARD MEETING OF THE BOARD OF DIRECTORS

January 19th, 2023, at 6:30 PM using Join Zoom Meeting

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Meeting ID: 890 3401 8686

Passcode: 695781

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1.0 Call to Order

The meeting was called to order by Mr. Garrett at 6:30 PM.

2.0 Roll Call and Establishment of a Quorum

Board meeting for the LTA Board of Directors was called to order at 6:30 PM by Vice President Mr. Bill Garrett. The following board members logged into Zoom.com: Mr. Michael Johnson, Mr. Bill Garrett, Mr. Michael Peterson, Mr. Tim Geitner, Mrs. Jeanie Stutts-Blucher was absent. Guests: Mr. Dustin Sparks, and Amber DeCarli, Esq.

3.0 Welcome and Pledge of Allegiance

Those in attendance were welcomed and invited to join the Board in the Pledge of Allegiance.

4.0 School Mission & Vision

Mr. Garrett opened the meeting by reading both the Liberty Tree Mission and the school's Vision statements.

5.0 Approval of Agenda

Mr. Garrett made a motion to approve tonight's agenda, seconded by Mr. Peterson, motion carried, vote 4-0.

Mr. Sparks wanted to clarify that he and Ms. DeCarli were on Zoom; however, only one of them would charge their time. Mr. Garrett acknowledged Mr. Sparks' statement.

6.0 Founding Father's Quote

Mr. Garrett reads a quote from Mr. Benjamin Franklin: "there are many roads to success, but only one sure road to failure, and that is to please everyone else." Mr. Garrett mentions that the Board has received many emails, some that are pro to the Board's setup and some that are not.

7.0 Administrator Oath of Office

Mr. Garrett requests that Mr. Sparks administers the oath of office to Mr. Geitner. Mr. Sparks reads the oath office to Mr. Geitner. Mr. Geitner recited the oath.

8.0 Board Member Report

Mr. Garrett mentioned that some members of the Board attended D49 Board meeting and Mr. Geitner hosted a meet and greet with parents of LTA. Mr. Geitner stated that the Meet and Greet with LTA parents was successful. Approximately 30 parents were in attendance. A lot of good dialogs on multiple fronts, from improvements on future Board meetings, parents discussing with other parents the pros and cons on self-perpetuating and elected Board members. Mr. Geitner felt the meeting was an excellent forum to gauge parent's concerns. Mr. Geitner receive follow-up emails on how well received the meeting was and the hopes that there would be more scheduled. Follow-on discussions dealing with having Mrs. Stahnke inviting teachers and staff to attend meet and greets with member(s) of the Board. Mr. Geitner mentioned that he has been in communications with Hillsdale, follow-on discussions will happen as schedules become available and synced up. Mr. Garrett requested if Mr. Johnson had any feedback from attending the last D49 Board meeting. Mr. Johnson mentioned that recent long LTA Board meetings prepared him well for the five and half hours D49 Board meeting. Mr. Johnson believes D49 Board members were receptive to LTA's Board recent modification to the By-Laws, adding teacher/staff and a student as non-voting Board members. Feedback from the Board improved Mr. Johnson's confidence that the Board would give LTA a renewal if not a partial renewal in order to finalize the changes and authorize/approve of our amended By-Laws. Mr. Johnson still had concerns on Mr. Hilts' comments on 51 percent of parents approval of our governance model.

9.0 Principal Report

9a. Hiring

Mrs. Stahnke briefed the Board that it was a busy couple of weeks, will provide some highlights of events that are being worked on. Enrollment: Mrs. Gasper sent out enrollment forms on the 1st of Dec, they were due back on the 16th of Dec. Out of the current 650 students, 614 students have committed to coming back next year, 84 percent return rate from our full attendance number. We did lose 24 students. It was mentioned that this high rate of return could be used as our 51 percent approval rating. Wait list, on 24 Feb LTA performs a lottery, we rank potential students based on open seats. We currently have 55 Kindergarteners enrolled; we currently have placement for 54 slots. Remaining students is 126, we are looking for these numbers to fill up for next year. Hiring – interviewing for a new Front Desk Office Manager, position is currently being filled by Mrs. Durbin; however, she has taken on addition classes, which is taken a lot of her time. Also looking at filling the Executive Admin position that will support Mrs. Stahnke. In addition, looking at filling the Dean of Students position, we also need a few teacher assistance positions to fill. We currently use the TAGG system for substitute teachers, found some good long-term candidates, highly qualified, looking at filling some of our openings. Mrs. Stahnke discussed utilizing existing teachers stepping up to assist in filling open positions during their planning time and getting paid \$25 per hour, same as a TAGG substitute teacher would get paid. In the past if a teacher's aide stepped up and fill an open position, they were not given any extra pay. A couple of company's are planned to come into LTA and evaluate its current Information Technology (IT) infrastructure. LTA will accept bids on updating our IT infrastructure. In the past, we were known as a paper and pencil culture; however, there are somethings LTA must perform with computers. In addition, high school students need to know basic computer skills, having the latest computers available for these students will prepare them well for higher education plans as well as in general for everyday tasks. LTA did join EAC, it's a watch group for charter schools, they view state legislatures on what they are proposing at the state level. Mrs. Stahnke also mentioned that teacher evaluation forms were sent out earlier in the week. One section, one sheet, is a pop in form, used by the principal or assistant when they pop in and evaluate teachers for a few minutes. Mrs. Stahnke wants the teachers to be aware of the process that will happen on average once a month. Second part of the eval is a form on teacher

observation, normally happens once in the fall and once in the spring. Plan on utilizing this process in the spring. Teacher plans are submitted ahead of time, they are then evaluated as they teach said plan. These evals will help the teacher understand if they are clearly delivering the material, also, how well are they reaching the SPED children. Last part of the Eval, many pages, more like a culture, wellness checks. The plan is to use these Eval forms for merit checks, assist colleagues, identify teachers who go the extra mile in helping other teachers, etc. Mr. Johnson had a question on the IT infrastructure review, was it just for the equipment or would it include sustainment. Mrs. Stahnke replied that the focus was on reviewing the existing equipment and seeking to purchase updated equipment, to include additional equipment for our computer lab. IT vendors were tasked to rate our existing infrastructure and to provide a strategic phased plan on how LTA can move forward without busting the bank. It wouldn't happen overnight, higher priorities items would be implemented first, then move forward as resources are available. IT plans would be presented to the Board for their approval. Mrs. Stahnke has been approached by quite a few parents on how they can assist. Some parents stepped up and provided breakfast to the staff last Friday, they also put posters up in the lounge and halls, it really made an impact and improved morale. Parents are coming forward, volunteering their time, willing to assist in things that are outside their comfort zone. Mrs. Stahnke would like to propose to the Board that LTA start Parent Engagement Teams (PETs) maybe become a teacher's PET, with encouragement and support as needed. Mrs. Stahnke also mention that she would like to encourage more parents' involvement and that LTA would perform traditional background checks on all volunteers. Recent visit by CHSA members, prior to their visit the county stopped by, they were surveying the retention ponds and drainage areas. LTA put up a certain amount of money for other items to be created, and its very probable that LTA will receive their funds back from the county. Not sure on the amount; however, will send out a letter requesting confirmation of receiving the funds and the amount. CHASA was on site to talk to LTAs Athletic Director, Mr. Markel and to tour the school, and asked questions, especially since LTA has been in the news lately. The CHSA reps will be making a recommendation the CHASA Board on whether to accept LTA into CHSA. CHSA is not just about sports, it supports debates, and other things. There are costs associated with joining CHSA, initial cost is \$5K, each year thereafter it is \$948 per year plus \$168 per each sport activity. LTA currently has nine sports, and it is highly probable that the cost will increase by 35% next year. If joining CHSA is approved, the cost will need to be paid in the month of August. Mr. Garrett mentioned that if past experiences are any indication, parents pulled together when LTA was operating at the church, parents really stepped up and volunteered to help with moving tables and chairs in and out of the facility. Mr. Geitner asked when CHSA will vote on LTA's admission. Mrs. Stahnke replied that a meeting is scheduled on 24 February, that Mr. Markel will attend, with a final vote in the April timeframe. One last fun thing, CHSA asked about plans for expansion, types of sports etc. Mr. Markel has a dream to build a pole barn, to be used for wrestling and cheerleading practices.

9b. Financial reports

Mrs. Stahnke briefed on the November statement, which were emailed earlier to Board members. Emphasized the 42% spending amount, and that we are at the 35% percentile, mill levy override funds have not come into date, awaiting decisions from the next legislative session. Discussed expenses, line item 0320, professional educational services, we are at 98%, when we are generally at 42%. Reason is we must front load these costs, paid up front, as well as achievement and growth, testing for K – 3rd graders. Students in the red zone, require additional support, which is paid for earlier in the year. Mr. Garrett had a question on the interest income, do we know the rate? Mrs. Stahnke stated she will investigate and report back to the Board. Mr. Garrett believes that we can do better and will investigate further. Mr. Garrett also had a question regarding Consultant Services, item 334. Mrs. Stahnke answered that the fees were paid to the Hillsdale consultant but had to postpone said training, The Hillsdale representative will provide said training as schedules allow; however, if it doesn't happen he will reimburse LTA. Mr. Peterson confirmed that Hillsdale instructor will come out for the training and if

schedules don't align, he will reimburse the school. Mr. Garrett questioned the graduating Furniture item. Mrs. Stahnke replied that this LTA's first graduating class, and the costs are related to supporting items, such as a lectern. These items will support future graduation ceremonies.

10.0 SAC update

Mrs. Stahnke briefed the Board on the School Accountability Committee (SAC), its' make up and purpose. The SAC is made up of seven parents, from upper and lower grade levels, two teachers, one admin, one Charter Admin, and one member from the PTA, LTA does not have a PTA. The LTA SAC reports to the District SAC, which requested from the LTA SAC that they come up with a wish list, top five items that they would like to have at LTA. The LTA SAC came up with the following five items: 1. Playground shade, some type of cover over the playground, also, replace the wood chips with a rubberize product that stays in place and designed for long term use. 2. Teacher compensation. 3. Computers for testing and for a computer class. 4. Summer reading program. 5. Create a library. Mrs. Stahnke ended by stating it was a nice visit with the parents and it was informative to hear what their thoughts were.

11.0 Board Discussions

11.a Board self-evaluations and complete a group form based on the discussions.

Mr. Garrett started the discussions on the self-evaluations and requested that each Board member report their scores and explain their scores per each section. At the end, Mr. Garrett would consolidate all the scores and comments into a spreadsheet so that the Board can visually see the areas that need the most attention and start to work on improving upon those areas. All Boards members provided said evaluations to Mr. Garrett, in-turn, will discuss at the next Board meeting.

11.b Board President Election Discussion

Mr. Garrett announces the opening position of Board President, request any nominees who are interested in filling the position. Mr. Tim Geitner volunteered to become president. He has a deep background in education, especially in the SPED category. He received numerous discussions from parents on this very topic. He also lives close by the school and has already received visits from parents and has taken the time to listen to them to find out what are their priorities. With no other nominations, Mr. Geitner is the sole nominee for the position of Board President.

11.c Process for appointing new Board Members(s) to appointed positions.

Mr. Garrett mentions the By-laws section that discusses applications and qualifications for potential Board members. Mr. Garrett requested that Mr. Sparks reads section 3.5 and 3.6 of the By-laws describing the qualifications and application process. Mr. Sparks emphasized a nomination committee should be established and that the nominees display a willingness to become a Board member, attend all Board meetings, and understand the mission and vision of LTA. Mr. Garrett volunteers to be part of the nomination committee. Mr. Garrett requested a second Board member to assist in the nomination process. Mr. Michael Peterson volunteered to assist Mr. Garrett in this endeavor. Nomination process is as follows: letters of nomination should be received by the Nomination Committee by the 3rd of February, no later than 5:00 PM. Nominees should include their names, reason why they want to become a Board member, any affiliations to LTA, its students, staff, or board, and why they think they would be a good candidate. The Nomination Committee will email the Board, by the 10th of February, no later than 5:00 PM up to (5) candidates. The Nomination Committee may recommend no candidates. At the next regular Board Meeting, scheduled on the 16th of February, the LTA Board shall review any candidates recommended by the Nomination Committee, if any. At this time, a LTA Board member may nominate one of the recommended candidates and the Board shall take a vote on each nomination. Each nominated candidate receiving a majority vote shall be appointed to the LTA Board.

11.d Charter Renewal

Mr. Garrett reads a statement on why he believes LTA will receive Charter Renewal. Based on the excellence that LTA has demonstrated throughout its existence. LTA Board has worked closely with District 49 members. District 49 policy does not recommend any governance model, this is not what the District does. The District wants LTA to succeed, it believes in the freedom of choice and believes LTA has and will continue to provide exceptional curriculums to their students.

11.e Status of amended and restated By-laws adopted January 7, 2023.

LTA Board is awaiting D49 approval of the recent By-laws amendments.

11.f First reading on Field Trips Policy, and accompanying forms (consider vote if schedule is ready)

Prior administration did not approve of field trips and recent feedback from parents identified they prefer field trips and believe its beneficial to their children's learning. Linda Stahnke briefs that two field trips have been suggested, one to the Air Force Planetarium and the other to the Space Foundation Center. Mrs. Stahnke believes she will receive additional requests as time moves on. Teachers have to arrange their own transportation and come up with costs associated with the trip and must identify any medical/special needs with the nurse. Mrs. Stahnke briefed that the forms Ms. Amber DeCarli created are thorough and informative to the teacher as well as to the parent. Boards feels strongly on allowing field trips that will enhance the students learning ability.

11.g First reading of student's fees policy and fee schedule (consider vote if schedule is ready)

Mr. Sparks reads the student field trip and fees policies. Field trip policy includes the required forms, teachers/parent's responsibilities and Board approvals. Although Ms. Amber DeCarli didn't create the Field Trip policy from scratch, she did research other school's policies and from there developed one for LTA. Mr. Sparks mentions the fees' structure and what types of fees can be administered. The Board received the Fees policy and can review it before second reading and or vote. Mrs. Stahnke brought up charging students for textbooks in the past, and that staff is putting together enrollment plans for next year, in-turn, Mrs. Stahnke is requesting guidance regarding how to handle any fees that are to be potentially charged. Mr. Garrett mentions that he would like to see the elimination of fees for enrollment and books, to remove any barriers for potential student enrollments. Mr. Geitner stressed that the Board needs to be in compliance with state requirements.

11. h First reading of parent-elected board seat policies and procedure.

Mr. Sparks reads the policy on Parent-Elected Positions. Current By-laws does not cover Parent-elected board seats. LTA Board is awaiting on D49 to approve our recent By-law amendments; however, the Board feels D49 will approve and reads the pending new policy. Basically, an election for two Board seats in March of 2023. All current LTA parents and guardians that otherwise meet the qualifications outlined in the 2023 By-laws are invited to submit application letters. The Board will have LTA administration send out an email with the 2023 By-laws and email address where the application letters can be sent. If at the February 16th Board meeting, the 2023 By-laws have been approved by D49, the LTA Board will adopt an election procedure that it will publish, it will include a deadline for submitting application letters.

11.i Second reading of the Conflict of Interest and Nepotism Policy.

Mr. Garrett requested if there were any questions or discussion regarding the Conflict of Interest and Nepotism Policy. Voting will take place under Action Items. No discussions or questions were presented.

11.j Second reading of the Board Procedural Manual (postponed)

11.k Second Reading of the Grievance Policy.

Mr. Garrett requested if there were any questions or discussions regarding the Grievance Policy. No discussions or questions were presented. Voting will take place under the Action Items section.

12.0 Public Comments

Mr. Garrett provided instructions to the public to include but not limited to: 3 minutes per speaker, use raised hand icon to be recognized as a speaker. Mr. Sparks mentioned that each speaker needs to inform the Board of their first and last names.

Wendy Cross – Certain irony that a Board member would post a quote by Benjamin Franklin when the Board refuses to be held accountable. Parents filled out the intent to return forms in late Nov and early Dec before they knew how the Board would move forward. The LTA Board knows that even if the Grievance policy was not modified, parents would not have a voice. Parents drafted a compromise and sent to the Board; the compromise encompassed what the D49 District has asked. Don't understand why the Board and its legal counsel refuses to work with the parents. LTA Board members are the only ones who answer to no one.

Shawn Hammond- Has four children attending LTA, discussed Board member quotes from the recent D49 meeting. Communication and listening are critical to moving forward. Recent parent compromise is a reasonable way forward, it provides accountability to Board members and maintains the mission of LTA. Asks the LTA Board if they have brought forth reasonable people to work with the parents. Hopes are that everyone is ready to move on, and not worry about who is right, rather do what is right.

Rachel Arguello – Just wanted to say that she thinks the quote Mr. Garrett mentioned is true about the many roads to take. She quotes by Mr. Franklin about action and that what she wants is accountability. Accountability is never mentioned, our compromise is not perfect, but it holds everyone accountable.

Lia McCullum – Appreciates Shawn's statement. Doesn't believe the 51 percent means the letters of intent. I am for the letters of intent; however, I don't believe it means the Board has received 51 percent approval by the parents. Stresses accountability on all sides, until this happens, we cannot move forward.

Tracy Bennett – Thanks the Board for the compromises already enacted. The Board has not received credit for the work it took to make this happen. Those that are arguing for elected or mostly elected Board members and have potential members ready to be Board members does not demonstrate accountability. The compromise does not address a self-perpetuating board. Thanks the Board in recognizing both self-perpetuating and elected officials. Appreciates the actions taken by the Board and looking forward to moving forward.

Jacque Heslep – Thanks the Board for the compromise recently enacted and all the efforts towards the renewal process. Believes the compromises the Board made meets the needs of the school. Excited about the directions the school is heading, hear a lot of good information tonight. Would like to thank Mrs. Stahnke for all her hard work that she has done for the school. Believes we are moving in the right direction – forward. She would also like to remind parents that the children are watching how the adults are treating each other, and to be respectful, especially in dealing with coercion and how to direct D49 to react. It's important how we behave and what the children are observing.

Heidi Skilling – Has four children in LTA. It is wise to address the fees and understands that it's difficult for some parents to absorb. Recommends that the fees do not increase. Identifies that it is \$50 for 5th grade and under; however, it is also about \$116 per child in the grades of 6th and higher, for her its well over \$300 to register her children. Also recommends a way to demonstrate the 51% approval rating, either on-line or by an in-person vote, believes this will demonstrate what the parents believe in.

Victoria Arsalla – Question asked – will the Board be willing to perform a vote so that parents have a vote. Looking forward for everyone to have a vote, at least everyone will have a voice.

Noelle Howard- Thanks the Board for all the compromises that have taken place. Doesn't believe in the 51% rule, believes that parents don't have all the information nor should be privy too. Parents tend to work out of emotions, has worked on the administrative side and that parents should take in that there are many things they don't know and shouldn't know. Expresses support to the Board and the charter renewal process, and that the only focus we should have is supporting the charter renewal process.

Andy Stuckwisch – Thanks the Board in looking into field trips, has three children in LTA and will be excited to hear of the possibilities of attending them. Touch on LTA charter regarding elected and self-perpetuating. Doesn't want anyone to leave LTA, the community is strong. There are other charter schools with fully elected Board members. Our school was started with a self-perpetuating Board and doesn't believe we should move away from that. Would like to see LTA move back with Hillsdale's connection. Thanks the Board for all their long hours in working towards receiving our charter renewal. Understands the Board has heard from both sides of the challenge and appreciates all the work towards receiving a charter renewal.

Chantell Hammond – Staff member of LTA, and a mother of four students at LTA. My family has a lot invested in this school, this school means a lot to us. It's a little discouraging to hear other parents say that parents shouldn't have a voice. It's our children's mind that we have entrusted in this school, we are passionate about this. Some staff members are concerned and conflicted about the viability of the school. We are losing staff at an alarming rate, also concerned about the budget. Hears about additional spending and cutting fees, doesn't seem to be logical. The District believes in the 51%, doesn't seem to be unreasonable, let the parents be polled. There seems to be a level of disrespect by the Board on this topic. Letters of intent do not count in deciding the 51% suggestion made by the District. Please poll the parents, that is what the District is asking and what the parents want.

Stephanie Milano – Feels sad as a staff member by not being heard. Worried about the budget and where things are headed. Wants assurances that the staff is being supported. Would like to feel safe, and that we can continue teaching. Feels a lot of negativity dealing with our four admins situation and that the Board is trying to change the focus on the Board doing the right thing and that the parents should have the right in voting. Feels the parents are trying to work on a compromise, and work together moving forward.

Ryan Cross – Issue is not about the people who were let go, it's about trying to obtain accountability. People feel that the trust has been broken, they don't trust anymore, they feel no one is representing them. The 51% number is standard business practices, it's about the majority, its what the District is requiring. Doesn't understand why some parents are stating that parents shouldn't have inputs, doesn't make sense at all. Why hasn't the Board address the compromise that the parents worked so hard on, it doesn't demonstrate respect, nor work on gaining back the trust that was lost.

Merlyn Kaywood– When the people were terminated so quickly, was that due process. Is there nothing in place to reprimand a teacher or staff member. The people were just fired with no ability for corrective actions. Would like to know why the Board would not do the polite thing in addressing the compromise the parents put together, this what D49 asked us to do. Trilled about Tim Geitner being on the board, seems to have a pretty level head. Wants to know if Ms. Stahnke is a principal or administrator forever,

did she interview for the position, did the Board have any say in that. The Board is not doing things right, and the Board is responsible for LTA losing its charter.

Deva Pretty – Parent of a high schooler at LTA, I am a little concern, part of the team that wrote the compromise proposal, that the Board did not address it. Regarding the 51%, agree that the Board needs to poll the parents. The retention roles do not count.

Mr. Tim Geitner wanted to comment on the proposal, did talk to a parent yesterday, spent 15 minutes on the phone. Haven't reviewed the entire document, been preparing for this meeting. Mentioned that he would take the time to review it and meet with the parent to further discuss it. Second thing he wanted to share is the topic of Hillsdale, Tim reached out to Hillsdale and made contact with Dr. Jules, and plan on continuing the discussions with them. Also, parents have stopped by his house, had good conversations with them. Finally, with the discussions with Mrs. Stahnke, to set up future forums with teachers and staff. He is asking for a little time in setting that up, emphasis for now is the charter renewal.

13.0 Action Items

Mr. Garrett asks if there are any discussions prior to voting on the adopt Board self-evaluations. No discussions noted. Mr. Garrett made a motion to adopt Board self-evaluation, Mr. Peterson seconds the motion, motion carries, vote results: 4-0.

Mr. Garrett if there were any discussions prior to voting on Board President. No discussions noted, Mr. Garrett made a motion to approve of Mr. Tim Geitner as Board President, Mr. Johnson seconded, motion carries, vote results: 4-0.

Mr. Garrett asks if there are any discussions prior to voting on the Board Member Appointment Process/Committee. No discussions noted. Mr. Garrett made a motion to approve the Board Member Process/Committee, seconded by Mr. Peterson, motion carries, vote: 4-0.

Mr. Garrett asks if there are any discussions prior to voting on accepting the Financial Report. No discussions noted. Mr. Garrett made a motion to accept the Financial Report, Mr. Johnson seconded, motion carries, vote 4-0.

Mrs. Stahnke tried to notify Mr. Garrett on the two amendments prior to voting on the Financial Report. Technical problems resolved, Mrs. Stahnke wanted the Board to know that one, LTA did not receive the READ grant, which pays for tutors who work with students who are behind in reading. Recommends to the Board that they add back into the budget the \$4,500 not received. Second, requested added to the budget \$ 5,000 for the Athletics Department, their funds are running low with paying fees for referees, etc. With the approval from Mr. Sparks, Mrs. Stahnke can send Mr. Peterson an email on these figures for formal approval.

Mr. Garrett asks if there are any discussions prior to voting on past Meeting Minutes. Some Board members have not completed the review process. Zoom Board Minutes should all be posted by the end of the week. Mr. Johnson requested Nov 10th agenda and motions since his account was down and the sound quality in the gymnasium made it impossible to hear. Voting on accepting past Board Meeting Minutes postponed.

Mr. Garrett asks if there are any discussions prior to voting on Field Trip Policy. No discussions noted. Mr. Garrett made a motion to approve the Field Trip Policy, seconded by Mr. Peterson, motion carries, vote: 4-0.

Mr. Garrett asks if there are any discussions prior to voting on student Fees Policy and Fee Schedule. No discussions noted. Mr. Garrett made a motion to immediately remove any registration fees, as well as any fees associated with books and or curriculum, seconded by Mr. Geitner, motion carries, vote: 4-0.

Mr. Garrett asks if there are any discussions prior to voting on Interest and Nepotism Policy. No discussions noted. Mr. Garrett made a motion to approve the Interest and Nepotism Policy, seconded by Mr. Geitner, motion carries, vote: 4-0.

Mr. Garrett asks if there are any discussions prior to voting on Grievance Policy. No Discussions noted. Mr. Garrett made a motion to approve the Grievance Policy, seconded by Mr. Geitner, motion carries, vote: 4-0. Mr. Sparks wanted to clarify that LTA had a Grievance Policy since 2019, also was included in the Parents Handbook. The Grievance Policy was recently amended per Board recommendations.

14.0 Executive Session pursuant to C.R.S. §24-6-402(4)(b) conference with the attorney for public entity, specifically receiving legal advice related to charter renewal, Hillsdale College, and LTA policies, and legal questions for LTA attorney; C.R.S. §24-6-402(4)(e) developing strategy for negotiations, instructing negotiators, and determining positions relative to matters that may be subject to negotiations, specially charter renewal and agreement with Hillsdale College; and C.R.S. §24-6-402(4)(d) specialized details of security arrangements, specially periodic review of LTA's security plan.

Mr. Sparks and Mrs. Stahnke will join the Board during Executive Sessions. Mr. Garrett made a motion to enter Executive Sessions pursuant to C.R.S. §24-6-402(4)(b),(e) & (d) legal advice related to charter renewal, Hillsdale College, and LTA policies, and legal questions for LTA attorney; developing strategy for negotiations, instructing negotiators, and determining positions relative to matters that may be subject to negotiations, specially charter renewal and agreement with Hillsdale College; specialized details of security arrangements, specially periodic review of LTA's security plan. Seconded by Mr. Peterson, motion carried at 9:40 AM, vote 4-0.

Mr. Sparks makes a motion to exit the Executive Session at 10:48 AM, so moved by Mr. Garrett, seconded by Mr. Geitner, motion carried, vote 4-0.

15.0 Action Items Following Executive Session

Mr. Sparks made a motion to approve plans related to charter renewal, so moved by Mr. Garrett, seconded by Mr. Geitner, motion carried, vote 4-0.

16.0 Announcements

Board Training will be held on January 28, 2023, at 9:00 AM, using Zoom. Mr. Garrett mentioned that LTA is looking for a PR person; Mr. Geitner has a name and will provide said name for consideration.

17.0 Adjournment

Mr. Garrett made a motion to adjourn the meeting, seconded by Mr. Geitner, motion carried, vote 4-0. Meeting adjourned at 11:04 AM.


Michael Johnson, Secretary LTA

