



A Traditional American Education

MINUTES

BOARD MEETING OF THE BOARD OF DIRECTORS

January 7, 2023, at 9:00 AM Join Zoom Meeting:

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Meeting ID: 865 4419 9716

Passcode: 484409

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1.0 Call to Order

The meeting was called to order at 9:09 AM.

2.0 Roll Call and Establishment of a Quorum

Board meeting for the LTA Board of Directors was called to order at 9:09 AM by President Ms. Michelle Morin. The following board members logged into Zoom.com: Mr. Michael Johnson, Mr. Bill Garrett, Mrs. Jeanie Stutts-Blucher. Mr. Michael Peterson was absent. Guest: Mr. Dustin Sparks, Esq.

3.0 Welcome and Pledge of Allegiance

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

4.0 School Mission & Vision

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

5.0 Approval of Agenda

Ms. Morin made a motion to approve tonight's agenda with the following amendments:

5a. add Board Members Comments.

5b. Board Member Nomination.

14d. add vote on amended and restated bylaws under Action Items, section 14

14e. add a new board member under Action Items, section 14.

17. table the board training that is listed because of additional items added to the agenda.

17a. add discussion on permanently adding Founding Father's quotes to the board's agenda.

Ms. Morin made a motion to add the amendments above to today's agenda, seconded by Mr. Garrett, motion carried, vote 4-0.

5.A Board Member Comments

Ms. Morin commented on listening from the LTA community, D49 Board members, LTA Board members and her family, basically all invested members. Ms. Morin had to weigh vested interest with LTA and her family. The past four months Ms. Morin has spent the majority of her time on LTA matters and very little time on her family. With the concerns from her family and the need to move LTA forward she and her team has agreed with the following: she is resigning

after today's Board Meeting, with her resignation and the transition plan put in motion will position LTA in a stronger place. Ms. Morin reads her Letter of Resignation, emphasizing to the LTA community to work together in rebuilding relationships, this decision has nothing to do with disagreements with the Board or matters relating to LTA. Requesting that the community reunites with the new Board, and LTA's new principal. Ms. Morin quotes George Washington "learning from past experiences" and "the truth will prevail." Ms. Morin gives her appreciation towards her fellow Board members, she cherished the time working together, as a team, in making LTA stronger and more resilient. To the LTA community, get to know your Board members, they want LTA to succeed. Special thanks to Mrs. Stahnke for stepping up during these difficult times, her leadership abilities are amazing. To Mr. Dustin Sparks and Ms. Amber DeCarli, two of the best legal minds that could support LTA, your support has been tremendous and welcomed. Appreciates all parents' commitment to LTA, even the ones who disagreed with the Boards decisions.

Mr. Sparks request if there were any other Board member comments that needed to be heard. Ms. Morin requests that Mr. Garrett comments on his situation.

Mr. Garrett mirrored what Ms. Morin stated. The Board has put in a lot of time and work towards this latest challenge, believes LTA will come out stronger. These last four months also has taken its toll on his family and appreciates all the support from the Board. Mr. Garrett has submitted his Letter of Resignation, effective within 60 days or sooner if the Board finds a replacement Board member who is appointed and elected. Emphasized to the Board to continue with the vision and mission of LTA. Mr. Garrett mentioned he had a recent conversation with a LTA parent who was against a self-perpetuating Board. He felt after the discussion that he made a friend. Stresses now is the time to build bridges. He also stressed that he doesn't believe in intimidating tactics by parents who disagree with the Board, he holds up an intimidating letter received at his home, hard to read due to the camera's inability to focus. Basically, stating for him to resign. This is a coward's, childish way to try and intimate a Board member, not the way we want to teach our children on how to deal with disagreements. Mr. Garrett made a request to all the parents to put a stop to these intimidation tactics. There is bullying going on in the school that needs to stop now, we can do better, we all have the same goal - make LTA better. Mr. Garrett also stressed the importance of LTA teachers, they are the backbone to the successes of LTA, they carry the bullwork of the tasks that builds the LTA community's students character and critical thinking capabilities. Mr. Garrett also mentioned that the Boards actions always acted on the premise of the LTA's students first and foremost. Ms. Morin thanks Mr. Garrett and echoes his statements on bullying. There have been numerous situations where Board members emails have been masked by unscrupulous individual(s). Ms. Morin stressed that bullying, and intimidation has been a culture in LTA, and we the Board weren't aware of it, once we started to act on the allegations we became the central figures of attacks, this must stop, and can if the LTA community works together as a team with the focus on the students.

Mrs. Stutts-Blucher wanted Mr. Garrett and Ms. Morin know how much the two of them meant to her.

Mr. Johnson echoes what Mrs. Stutts-Blucher stated and stress that he appreciated both Ms. Morin and Mr. Garrett's leadership during their tenure on the Board, especially during the last four months. Ms. Morin mentioned that the Board entered an incident where the opponents did not behave in an ethical manner and that the Board did act within the guidelines of the rules. In many incidents the Board's hands were tied behind their backs; however, when the Board made decisions, we weighed every option on how it affected the students, the parents our charter contract, the district, and public perceptions. The Board focused on making the right decision based on the wellness of LTA, not on how it made the Board looked. The Board

never tried to steal the school from anyone. LTA is bigger than one or a few individuals. The Board requested legal counsel on every decision made, not in a vacuum.

5.B Board Member Nomination

Ms. Morin nominated Mr. Tim Geitner to the LTA Board, to replace Ms. Morin's position. Mr. Geitner comes to the Board with experience, with support from the district. Ms. Morin reads Mr. Geitner's letter to the Board, he mentioned that he was reached out by LTA families and understands their needs and aspiration on LTA future. He fully supports all stakeholders and accepts his nomination to be a member of LTA's Board. Ms. Morin asks Mr. Sparks should we make a motion on the nomination of Mr. Geitner or make the nomination during Action Items. Mr. Sparke replies, during Action Item section of the agenda. Mr. Sparks also mentions that the Board should hear public comments prior to making a motion on Mr. Geitner. Mr. Garrett made comments on Mr. Geitner, vast educational experiences and that he looks forward in meeting with him. Ms. Morin mentioned that Mr. Geitner was one of the original Board members, he was involved with LTA before the school received approval to proceed forward. Ms. Morin will let Mr. Geitner comments on his departure. Mr. Sparke injected that Mr. Geitner informed him that he is presently on Reserve Duty and would not make this meeting. Ms. Morin stated that the Board's next meeting is scheduled for the 19th of Jan, and that the community will be hearing from him at this time. Ms. Morin shared a letter from District 49 Board President, Mr. John Graham to the LTA community. The synopsis of the letter was for the parents to put aside their animosity and discontent of the past to move forward. Work together, don't put your child in the middle of adult arguments. Parents have a choice to make, you can remove your child from LTA, from the wonderful teachers you and your child holds dear. Or you can remove your child, good luck. If you choose to stay, you have the opportunity to move beyond the pain and work for a brighter future for LTA, the choice is yours. Mr. Graham also mentioned not to place your child in the middle of adult arguments. LTA remains a terrific school and your teachers are still the ones your children want to see each morning. Give each other grace and forgiveness. The LTA Board is developing and adopting policies that will correct identified issues, issues that have been detriment to operating the school since its beginning. They are also infusing new personalities to the Board and Administration. Mr. Graham ends on – work towards healing and moving forward or move on and get out of the way...LTA's future is as bright as you will allow it. The choice is yours. Ms. Morin recuses herself from the rest of the meeting and request Mr. Garrett takes over facilitating the meeting.

6.0 Discussing Governance Structure and Changes to the Bylaws

Mr. Garrett suggest that Mr. Dustin Sparks takes over the discussions of governing structure.

Mr. Sparks request Mr. Garrett share his screen displaying the Amended and Restated Bylaws. Current Bylaws are dated Jan 2018, with an amendment made in Aug of 2018. Conversion has caused numbering to be out of alignment; however, once the changes are incorporated the numbers will display correctly.

Following changes to the Bylaws, minor changes, wordsmithing will not be addressed in these minutes: Board of Directors composed of five appointed members and two elected members. Failure to have fewer members shall not be in violation of the Bylaws but shall be corrected as soon as practical. Appointed Directors will serve self-perpetuating positions with current Board members selecting Board members for those five positions. Appointed Directors shall be elected in the Spring of the applicable

year. Appointed Directors shall be elected to serve for the remaining of the vacating Appointed Director's three-year term and shall be eligible for their own two three-year terms. Appointed Directors may not vote on their reappointment to the Board. Elected Directors will be elected by the families who have a student enrolled at LTA. Each Family will have one vote for each Elected Director position. In the case of divorce parents, the custodial parent shall control the vote. In the case of joint custody or disagreements between married parents, each parent will have a ½ vote. Elections of Elected Directors shall occur in February or March of 2023. The Board will prescribe by policy eligibility, criteria, background checks requirements, and nominating the election processes. The quorum for a valid election of Elected Directors shall be twenty-five (25%) of the Families. Terms and Term Limits: Appointed Directors – currently serving Directors as of the adoption of these Bylaws shall continue to serve on the Board or their current terms. Appointed Directors shall be for three (3) years, with terms staggering so that no more than two (2) appointed end at the same time. An Appointed Directors shall serve until their replacement has been appointed by the Board and shall generally serve terms that shall begin and end as close as practicable to July 1 and June 30 respectfully. Terms and Term limits of Elected Directors: Elections of Elected Directors shall be staggered terms, with one Elected Director position in 2023 serving for a term ending June 30, 2024, and one position serving for a term ending June 30, 2025. In subsequent years Elected Directors positions shall be for two-year terms so long as the terms do not end in the same year, unless the Director is sooner removed by or as a result of earliest to occur of: (1) operation of law; (2) an order to decree of any court of competent jurisdiction; (3) voluntary resignation; (4) or if they no longer have a student enrolled in the School the latter of which shall be an automatic removal from the Board. Elected Directors may serve two consecutive terms, after which and Elected Director may not serve on the Board for at least two years. Applications and Qualifications of Elected Directors – Letters of application will be accepted for Elected Board candidates. Interviews will be conducted by either the entire Board of Directors or an appointed committee of the Board. Board applicants must be Parents of a student currently enrolled in the school who exhibits and profess a strong belief in the school's mission, vision, and purpose and exhibit a desire to be involved in the success of the school. Board applicants must also exhibit strong moral behavior and be willing to give of their time, energy, and abilities to help the school achieve its stated mission, vision, and purpose. Elected Board applicants must demonstrate an ability and willingness to attend all Board meetings, and to work with other directors, school staff and faculty, and others in achieving specific goals or completing projects adopted by the Board of Directors. Disqualification of Directors: Except or any Director currently serving on the Board, the following individuals are ineligible to be either Appointed Directors or Elected Directors: Any current school employee or person who has been an employee of the school in the previous three (3) years preceding the election; Any person who has an immediate family member (sibling, child, spouse, parent or in-law) that is a current employee of the school or who has an immediate family member has been an employee of the school in the previous three (3) years preceding the election; Any person who fails the required background check. Removal: The Director subject to removal vote may not vote on their own removal. Elected Directors removed from the Board who have more than a year left in their term shall be replaced by an election of the Families held within forty-five (45) days of the removal. Elected Directors removed from the Board who have less than a year left in their term shall be replaced by the Board as soon as practical. Directors appointed or elected to fill unexpired terms shall serve for the remainder of the unexpired term. Advisory Board: The Board shall appoint advisory Board members that shall regularly meet with and provide advice to the Board. Advisory Board members shall not have a vote, shall not attend executive sessions of the Board unless invited by the Board, and may participate in Board discussions if permitted by the Board. The advisory Board members shall consist of the person acting as Principal of the school, a teacher at the school, and a high school (junior or senior) student at the school. The Board may appoint additional advisory Board members at its discretion. Advisory Board members shall serve at the discretion of the Board with typical terms to last one year. An advisory Board member who serves as a representative, of a certain role or position, such as teacher at the school, shall automatically be removed from the advisory Board if

they no longer fill that role or position. A failure to appoint advisory Board members shall not be in violation of these Bylaws. Article V: Principal shall be subject to the direction and supervision of the Board of Directors, and ...the principal is charged with faithfully representing the issues and needs of the facility and staff to the Board and keeping the Board fully informed. Board discussions centered on liking the student advisory position and not defining position(s) the student should be holding. Mrs. Stahnke had a question on how the Teacher's Advisory position should be selected. Mr. Sparke attempts to answer the question: the Bylaws don't try to answer all the questions on how the process will or should work. The Board can adapt as time goes on and make recommendations as needed. There is no one best way forward, the Board has flexibility in making these types of decisions without having to constantly revise the Bylaws.

Founding Father quotes discussions – Mr. Garrett believes these the quotes should be added to the Bylaws and discussed during the Board meetings. Mrs. Stutts-Blucher agrees especially since the Board will have student advisors, and LTA school has founding fathers quotes throughout the facility. Discussions on defining who was a founding father, it should be broad to include those who lived in the timeframe who contributed to the founding of our country, not just the 56 signers of the Declaration. Quotes should be presented at every regular Board meeting. Mr. Garrett also mentioned that the changes in our Bylaws are a good start and would appreciate parents' participations. Mr. Starks reminded the Board that the changes are not mandatory, that the Board has the flexibility to change its composition, to include advisory positions etc. The Board agrees on increase communications between the Board and members of the staff, teachers, students is a healthy environment to build upon and at a minimum the Board will hear from the stakeholders at least once a month.

Mr. Sparks describes what a *Serial* Board meeting is, in that if two members of the Board are discussing a certain topic, then one of the originating members contacts a third member of the Board to discuss the same topic, it's considered a *Serial* Board Meeting. The Board has effectively discussed the topic with everyone on the Board. In addition, proxy votes are prohibited for Board business. Bylaws changes need to be submitted to District 49 Board per our contract with them, in-turn, they approve of our Bylaws and any amendments to our Bylaws. The following Board changes to the Bylaws, adding parent elected seats, advisory members, public relations – the Board members are 100 % in agreement, our financials are in great shape with over 170 days in reserves, student test scores have been in the higher percentiles in comparison to other charter and public schools. These metrics demonstrate to the District Board that LTA deserves renewal.

7.0 Review and Discuss the Board Self-Evaluation Tool

Mr. Garrett mentioned that Mr. Sparks has access to a Board Evaluation Tool and can distribute it out to the Board and hopefully have it completed by the next scheduled Board meeting. Mr. Garrett asked since he is departing the Board should he fill out his eval. Answer by Mr. Sparks, absolutely, you are free to opine where you believe the Board is, hold nothing back. The Board agrees collectively that they can complete the self-evaluation tool for discussions at our next scheduled Board Meeting.

8.0 Discuss Board Training

Mr. Garrett mentioned that he was not in attendance at the last District 49 meeting with LTA Board members and requested that Mr. Johnson and Mr. Sparks speak to the District's recommendations as far as Board training. Mr. Johnson discussed that the District suggested Public Relations and Strategic Planning training. Mr. Sparks discussed the District recommendation for the Board to attend specific training that deals with Colorado law and items specific to Charter schools. Mr. Garrett requested that Board decide on a timeline for said training. Mrs. Stutts-Blucher recommended full day session(s) give each topic time to discuss and retain information. Other question centered on what resources can the Board rely on.

Answers where the Board can receive training from Mr. Sparks, Mr. Franko can accommodate certain topics, as well as other vendors Mrs. Stahnke is aware of and recommends. The Board tentatively scheduled the weekend of the 28th of Jan to initiate the training.

9.0 Discussing Grievance Policy from 2019 and whether to affirm adoption or make changes.

Mr. Garrett started the discussions by asking if everyone had the time to review the 2019 Grievance Policy. Board members concurred that they have. Agree with the premise of trying to resolve the grievance at the lowest level, that is speak to the person you are having a grievance with. Second level is going to your supervisor and discuss the grievance, if no resolution is made, go the principal, if this fails then the person can take their grievance to the Board. Mr. Sparks emphasized that if there is a violation of the law the person with the grievance does not have to follow the prescribed steps previously mentioned. For instance, if the person feels they are being harassed they can go directly to Human Resources (HR) for resolve. LTA had a Business Director handling HR duty and if the grievance was with the Business Director the person with the grievance had nowhere else to go especially since the Business Director was related to the principal. For minor discrepancies like leaving dirty dishes in the sink, or someone eating your lunch you stored in the fridge, recommend you go directly to the culprit and work it out. Mr. Garrett asked Mr. Sparks about the Appeals process, what does it entail. Mr. Sparks reads from page 10 of the revised Grievance Policy that if the person feels the grievance wasn't handled to their liken, they can take their grievance to the overseers/authorizer of the Charter Contract – District 49. LTA students are part of District 49. LTA employees are not part of the district, only the students are, and they are handled differently than the staff/teachers. Mrs. Stahnke is planning on hiring a HR assistant, they can handle internal affairs, and plans on developing procedures. The Board is aware of an individual who mentioned that she has HR credentials and is interested in a HR assistant position with LTA. Mr. Garrett mentioned appointing a temporary person to handle the much-needed HR position until a permanent person can be hired.

10.0 Discuss the School Accountability Committee (SAC)

Mr. Garrett requested if Mrs. Hoffman was on Zoom and to be recognized, Mrs. Hoffman did not acknowledge being on-line. Mrs. Hoffman did let Mr. Garrett know previously the next meeting the SAC was hosting as being next Wednesday, the 11th of Jan. There are twelve people on the SAC and will be discussing a wish list the school requires and hoping for follow-up discussions. Mr. Garrett requested membership questions, how are open positions filled. Mr. Starks is not aware of a policy regarding the SAC, doesn't mean one doesn't exist. Mrs. Stahnke was asked if she was familiar with the SAC make up and or Bylaws knowledge. Mrs. Stahnke explained the make up; however, not aware of their Bylaws. Mrs. Stahnke mention she would contact Mrs. Hoffman and request their Bylaws and present to the Board.

11.0 Discuss Administrator Performance Evaluation

Mr. Sparks reminds the Board that they need to evaluate our principal, required by the May timeline.

12.0 Principal Report

Mrs. Stahnke briefed the Board on the following: A chaotic week, a little bumpy, received a phone call to come to work. On Wednesday one teacher informed her that she is leaving LTA on Thursday, she couldn't bare the stress, the unsettledness. There was a false report on Thursday that teachers were packing up and departing the school, this notice was posted on the LTA Facebook page, claims to be LTA parents; however, not authorized by the school. This was a false report, parents called in on this fabricated report and Mrs. Stahnke had to spend her time explaining this to parents who called in

worried about the safety of their children. Mrs. Stahnke contacted staff to remind them it will not be tolerated if members of staff and or students to propagate misinformation or to discuss the events outside. LTA is for learning, not a place to for arguments outside their purview. Currently working on covering the classes that the one teacher who left. Obtained a volunteer to conduct her German II class and obtain software through an accredited source to help with students to continue their instructions almost seamlessly. Hire a third-grade teacher, she will start on Monday, the 9th. Both instructional coaches have left, this past Friday the final coach departed. Working diligently on ways to cover the coaches' responsibilities. Contacted two Security firms, one responded, a little expensive but doable. Cannot provide an officer until the 23rd of January. Looking at contacting another company, still a top priority to resolve. Still need to post the Office Manager's position, open to staff and public. Staff meeting on Friday, discussions on extra requirements on the dress code instituted by previous administration were removed by Mrs. Stahnke, they would no longer be enforced. Whatever is listed in the Employee Handbook is what will be enforced. LTA employees will start calling each other by their first names; however, in front of students' teachers and staff will use Mr. and Mrs. Mrs. Stahnke wants to develop more collegiality among the staff and teachers. Some members didn't want others to know their first names, so they opted to use their middle names. Added hours to Mrs. Stagerpont, she has a master's degree in technology and will be available to help staff with IT challenges. Stahnke host a meeting with Assistant Principal at the high school level, looking at next year requirements and needs. The Athletics Director will be meeting with CHASA officials, believes the date will be the 17th of Jan. Mrs. Stahnke mentioned to date LTA school has lost twelve kids; however, for enrollment for next year we already have at least a hundred kids on the waiting list, could be more since the 100 forms have not been reviewed in their entirety, and they can have more than one kid listed. Mr. Sparks commented on LTA commitment to free speech rights, there is no prohibition on people discussing topics at respectable levels if they are not disruptive to LTA learning environment. Mr. Garrett asked a question relating to the Senior Prom. New English teacher volunteered to be the POC for PROM events, she will work with the kids and so far, raised \$700; however, more is needed, Mrs. Stahnke told them LTA will donate a \$1000 to help offset the discrepancy of cost to perform a PROM event. Mrs. Stahnke is also looking at the original activities planned and will evaluate if she could pull those back into the schedule. Mr. Garrett mention we should do more for the seniors, this is a special time, and they need the support, this should be a memorable time in their lives. Mr. Garrett requested if there were any updates to LTA financials. Mrs. Stahnke stated she would have the finance team write up statements for the next Board meeting. Follow-up questions on purchasing, adding check signers, credit card holders etc. Mrs. Stahnke mentioned we will need to add new names to the authorized Check signers list and discuss new credit cards since we recently changed our Facility rep. Mr. Sparks reminded Mrs. Stahnke that Board members are part of the financial team and can help also.

13.0 Public Comments

Mr. Garrett provided instructions to public: 3 minutes per speaker, use raised hand icon to be recognized as a speaker. A short ten-minute break was authorized before Public Comments commenced.

Amber Woolsey – Love LTA, worth fighting for, teachers are phenomenal. Love LTA's governance standards and education. Appreciate the Board listening to parents and agrees with the recent Board members resignations. Wants personal attacks to stop. Immature manner by some entities does not represent the core of parents who are against the Board, Keep LTA moving forward. Keep in mind the Board has responsibility to our charter and needs to be taken care of. Parents need to band together to ensure the charter is renewed.

Stephanie Milano - Teacher of LTA. One member of the Board made a rude comment towards a Staff member during last meeting. LTA Board must resign.

Shawn Hammond – In professional life uses the 5 whys tool to determine the causes of problems. School is in chaos. Four members of LTA fired, fired for a Toxic environment. Could have been handled better. Board has not made time to know the school members, didn't build relationships. Root cause of the school being in complete chaos is an unqualified Board, zero accountability, not a member of the LTA community, no direct interest in the school, current actions are nothing but a band aid. Root cause is still in place. All stakeholders in the school must band together in demanding remainder of Board members must resign immediately. All Board members must be elected by the community and derives from the community. The current Board must be held accountable to losing the school's charter. We must have a democracy representation; current autocratic Board does not represent our community.

Jared Weins – Looking forward on way forward, likes the progress made so far, it's a good start with the recent revised Bylaws. The whole Doc scene situation and person harassment dose not represent over 99 % of the parents who are speaking up. The community believes these individuals are wrong and we don't support them. The whole Board needs to be the good Board, have conversations with the community for the best solution possible. Looking forward with talking to Mr. Garrett. Grievance policy was available since 2019, why wasn't it followed.

Mr. Garrett requested feedback from Mr. Sparks on the Grievance Policy. Was the Grievance Policy followed to the letter, probably not; however, for the most part the Grievance Policy was followed which dealt with the top tier administrators of the school. Since the grievances was with the leaders of the administration the next step was for those with grievances to go the Board.

Will Stroh – Quotes James Madison – calls for a system of checks and balances. Changes in the Bylaws does not change a thing, the Board still has the power, you still vote unanimously, resign immediately.

Rachel Arguello – Aware of personal attack, directed the person not to do it, we didn't endorse this single person's behavior. Appreciated time spent with Mr. Garrett. Need accountability, changing he Bylaws doesn't address parent's needs. Still have a majority of the Board that don't represent the community, and they don't have children in the school. The Board members mentioned that we are in a fight, the parents don't want this to be a fight. Don't want the Board to do things that would make them look good, rather to do things right. The Board has failed us, the remaining members must resign.

Tracy Bennett – Has two children in LTA. I probably stand with the majority of the parents as being in the middle ground. Grateful for latest Bylaws changes. Tim Geitner is amazing so thrilled with him being appointed to the LTA community. Demonizing does not work. Let's move forward. Let's all admit that everybody, from both sides, does have a stake in the school. We should meet in the middle and move forward in getting LTA charter renewed.

Katie Jeffers – Don't support the Bylaws changes. During last meeting Mr. Garrett stated Mrs. Wilson left the school, does the Board have any documentation that Mrs. Wilson signed the letter to come back to the school. All Board members need to resign to have a fresh start, we

have plenty of people to step up and step in so that we would not be left in a lurch. Very important that we have a fresh start the entire Board must resign.

Chantel Hammond – Has four children in LTA, a fifth that is very excited about starting next year in LTA. Actions of the Board in the last few months has caused LTA to lose its charter, which is outlined in the District 49 LTA Charter Renewal documentation. It also mentions a request to reconsider a proposed governance model that demonstrates the support of at least 51% of the families who attend LTA. That would be hard for the Board to achieve who refuses to listen to the families who are so desperate to be heard. Current members of the Board have a record of not listening to the parents, what are the insurances that bringing in two family members to the Board that they will be listened too. Rogue members of the Board took measures that the parents don't condone. The actions today represent that the Board refuses to listen to the majority of the parents. I do call for the remaining Board members to resign.

Jason Lester – Agree of what was said previously by the parents, the real problem is based on emotions versa logic. Every side has a unique perspective, Best answer is a three part Board, it gives an equal balance. Agree the changes in the Bylaws are a good start; however, recommend all stakeholders have a say in the Bylaws.

Rachel Chadick – Has members of her family in LTA. The Board has caused us to lose our Charter, has made offensive comments to parents and staff. The two Board members resigning was appropriate and overdo. It is also appropriate for the rest of the Board to resign. We want a fully elected Board. The Board should be elected, not people on power trips. All members of the community are calling for the Boards resignation. Don't want to lose more teachers due to the Board's pride.

Kay Milano – Retired, have family members in teaching. The Board has caused a ripple effect, as a mother all we want to do is protect our children. Isn't that what is the best interest of all parents. As Board members, how many are parents and grandparents, what is your legacy, is this what you want, one lie after another, when is it enough. What have the Board members done to protect the school, in the past few months the Board has destroyed the school, and for what. The Board talks about bullying, I was bullied early in life, but I persevered. Talked about the Nov meeting where the Board was in Executive session for over 5 hours, during a school night.

Erin Rogers – Upper school History teacher, so glad the Board is adding a student representative to the school Board. It will be a great experience for the student and LTA moving forward. Trilled that the student will be part of the Board.

Noelle Howard – Parent of a LTA student, teacher of music for 30+ years, late to the game, just trying to figure out what is going on. I've been on the administrative side. We need to find a way forward. Seems that there are a group of folks that just want to be heard. New to LTA, feels the administration had it all figured out, didn't feel inclusive, or informed on where to go to figure things out. Love the teachers at LTA. Would love to see more communication, transparency all around, I feel there is a click and division at the school, not a good example for our kids,

Russ Chadick – Parent to 1st and 3rd graders at LTA, family enterprise, has a sister that has kids in the school. Referenced District 49 Executive Summary to LTA. No evidence that a self-

perpetuating Board will guarantee a successful governance. Recent two Board members resigning is a step in the right direction. The remaining Board members must resign. Would encourage a more thoughtful solution in the Board's governance plan. Equities of LTA should be represented on the Board. I'm fine with bringing Tim Geitner onto the Board; however, it would be better if he ran for the position. Quotes the District's governance recommendation of at least 51% of the parents. How does the remaining Board members plan to reflect that 51% of the parents agrees with the current governance plan.

Heidi Skilling – Has four children in LTA, absolutely love all my children's teachers, my son is in Mr. Johnson's daughter's class, he absolutely loves her. As a parent we need to be there to support our teachers as best as possible. Mrs. Moore and Mrs. Mack have done a tremendous job, we adore them. As adults we should go directly to the person we are having a conflict with, lowest level to try and solve the issues. If it doesn't work, then take the issue to the next level of supervision. I have a couple of questions; how a vote will take place, who will receive said information, and what are the next steps if this model does not meet the 51% support level.

Brett Miller – I want to present recommendations from what I heard today. Community has been used many times today; however, community in the Bylaws is not defined. The word community needs to be defined, secondly, bringing in a HR representative is paramount and needs to happen fast. Happy to donate to LTAs Prom for its ultimate success. The Board and Mr. Sparks are planning on fighting the 51% recommendation made by the D49 Administration, strongly recommend not to fight this 51% approval.

Troy Stinson – Two children in LTA, I was chair of Woodmen Hills Board of Directors. Stayed quiet during this process. Decided today to come out and talk. We are very divided right now, parents Board, very disconnected. The communications to the parents has been bad, parents and administration communication has been lacking. It's an emotional thing, it involves our children we want what is best for them. I believe it was time for a change within LTA, time for a change for Board of Directors, don't believe in parent control of the Board. The Board host meetings for the Board, and they do permit the public to speak. The Board needs to improve upon its communication, Believe it's a good thing for Tim Geitner to be part of the Board. Current Board members should set the tone, don't believe they should retire; however, should transition out at the end of their tenure.

Wendy Cross – We don't just want parents on the Board, we want elected qualified people from the community, we don't want to risk popularity contests. Community is not defined in our Bylaws. None of our current Board members live in Falcon, none have children in LTA. The Board brings up the founders all the time, the founders are about representation, we are not represented. We want community members to run for the Board, make their case. I don't feel listened to, the Board is just placating us, not really listening to us. No way to make the Board accountable.

Amber Woolsey – spoke earlier, quick question: when we can move these meetings to in-person again, at least reconsider it.

Dana Tolle – Parent of two students in LTA, involved since the beginning. A lot of discussion of the culture of our school. I value the teaching the education my children have gotten. Feel we are part of something that is great. The culture started with the four people the Board has let

go. The teachers and family are the foundation of LTA, the Board has burnt this culture down. Don't know about Tim Geitner, hope he will do great things, recommend that he is voted in.

Mr. Garrett discusses the make-up of the Board. The idea behind a self-perpetuating Board, which many Charter schools have, is to preserve the mission of the school. The best way to ensure the school doesn't have mission drift is to ensure the new members are totally aligned with that mission. If LTA moves to an elected Board, there is no way to ensure the mission doesn't drift. Recommend parents apply for Board positions as they are available, Board positions are term limited, and we have one position open.

14.0 Action Items

Mr. Garrett asks if there are any discussions prior to voting on the revised Bylaws. No further discussions needed. Mr. Garrett made a motion to accept the Bylaws, as revised, pending the approval of D49. Mr. Johnson seconds the motion, motion carries, vote results: Mr. Johnson = aye, Mrs. Stutts-Blucher = aye, Mr. Garrett = aye, Ms. Morin= aye, Mr. Peterson = absent. Vote 4-0.

Mr. Garrett recommended to tabling approving Board evaluation tool and timeline. Board will discuss Board evaluation tool during next Board meeting.

Mr. Garrett makes a motion of approving Mr. Tim Geitner to the Board to fill Michelle Morin's position, seconded by Mrs. Stutts-Blucher, motion carries, vote results: Mr. Johnson = aye, Mrs. Stutts-Blucher = aye, Mr. Garrett = aye, Ms. Morin= aye, Mr. Peterson = absent. Vote 4-0.

Ms. Michelle Morin is officially no longer on the LTA Board.

15.0 Executive Session pursuant to C.R.S. §24-6-402(4)(f) personnel matters regarding Linda Stahnke

Mr. Sparks and Mrs. Stahnke will join the Board during Executive Session. Mr. Garrett made a motion to enter Executive Session pursuant to C.R.S. §24-6-402(4)(f) personnel matters regarding Mrs. Linda Stahnke, seconded by Mr. Johnson, motion carried at 12:48 PM, vote 3-0.

Mr. Garrett makes a motion to exit the Executive Session at 1:25 PM, seconded by Mrs. Stutts-Blucher, motion carried, vote 3-0.

16.0 Action Items Following Executive Session

Mr. Garrett made a motion to approve the letter reviewed in executive session to Mrs. Stahnke, seconded by Mr. Johnson, motion carried, vote 3-0.

Mr. Sparks requested to add new LTA principal contract with Mrs. Stahnke to the agenda, so moved by Mr. Garrett, seconded by Mr. Johnson, motion carried, vote 3-0.

Mr. Sparks motions to approve the contract to Mrs. Stahnke as interim principal of LTA, so moved by Mr. Garrett, seconded by Mrs. Stutts-Blucher, motion carried, vote 3-0.

17.0 Board Training on Fiduciary Duties


Tabled till next Board meeting.

18.0 Announcements

D49 will host a meeting on the 12th of January, meeting starts at 6:00 PM for sign ups to speak. There will be discussions on Charter School Renewal and LTA is on the agenda.

19.0 Adjournment

Mr. Garrett made a motion to adjourn the meeting, seconded by Mr. Johnson, motion carried, vote 3-0. Meeting adjourned at 1:35 PM.



Michael Johnson, Secretary LTA