



A Traditional American Education

MINUTES

BOARD MEETING OF THE BOARD OF DIRECTORS

November 17th, 2022, at 6:30 Join Zoom Meeting

<https://us06web.zoom.us/j/89166264422?pwd=eTc5UEhkQ29CVVBpQy9rMXV3RkRxQT09>

Meeting ID: 891 6626 4422

Passcode: 491217

669 444 9171 US

719 359 4580 US

720 707 2699 US (Denver)

1.0 Call to Order

The meeting was called to order 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 President Ms. Michelle Morin. The following board members logged into Zoom.com: Mr. Michael Johnson, Mr. Bill Garrett, Mrs. Jeanie Stutts-Blucher and Mr. Peterson. Guests: Dustin Sparks and Amber DeCarli, 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.

5.0 Approval of Agenda

Ms. Morin made a motion to approve tonight's agenda, seconded by Mr. Garrett, motion carried, vote 5-0.

6.0 Public Comment

Mrs. Melstrom: supports the LTA School and the Board, her daughter attends LTA, she decided on LTA due to its mission and vision. She believes so strongly in the mission and vision that she drives a total of three hours per day to deliver and pick up her child from LTA.

Mrs. Johnston: she strongly advises scheduled Finance Meetings.

Ms. Wells: requested when previous Board Minutes would be posted. Informed that September Minutes were posted on the LTA's website and Oct Minutes are in draft mode.

7.0 Previous Meeting Minutes

Ms. Morin emphasized that Septembers Minutes are posted, and October's is in draft mode.

8.0 Resolution 2022-11-17-A: Ratifying Hiring Linda Stahnke as interim LTA principal.

Ms. Morin made a motion to the hiring of Mrs. Stahnke as interim LTA principal, there is a budget to pay for Mrs. Stahnke services, and that all bylaws or resolutions are effective a once the Resolution is passed, seconded by Mr. Garrett, Resolution passed, vote 5-0.

9.0 Principal Report

Mrs. Stahnke stated that the last four days was like drinking water from a fire hose. She acknowledged that everyone was welcoming, and that morale meetings were in process with other events scheduled. Mrs. Stahnke mentioned LTA's Internet needed tweaking and that she requested the IT technician to come on site additional times to resolve. Currently there are three open teacher positions that need backfilling, and currently a 3rd grade class is being backfilled by staff members. Mrs. Stahnke also mentioned that she met with the Basketball coaches and morale was high, her mission was to keep things steady. Mrs. Stahnke stated that she would host a Zoom meeting with parents after the Thanksgiving break. A call-in question to Mrs. Stahnke on the impact of the students and has she addressed this with the children. Mrs. Stahnke's stated she has spent time with staff and teachers and that she will meet with the children next week in their classrooms. Initial observation is the children are doing well.

10.0 Financial Report

Ms. Morin made a motion to table the briefing till after the resolutions, seconded by Mr. Garrett, motion carried, vote 5-0.

Financial Report, amended, was sent via email previously by Miss. Miller. She briefed the Board that travel, and mileage cost have all gone up. Ms. Morin made a motion to approve the Financial Report as amended, seconded by Mr. Garrett, motion carried, vote 5-0.

11.0 Resolution 2022-11-17-B: Approving 2022-23 Consolidated Amended Annual Budget

Mrs. Stahnke sent 2022/2023 Annual Budget with amended figures previously by email. Mrs. Stahnke made comments on approval of building expenses, deficit in Bond funds of \$77K, and the addition of \$24K needed to be added. Ms. Morin had a question on why Building Corp. debt exists. Mr. Dustin Sparks answered the question with the following: entire debt to purchase land and building required by voter approval to approve debt by an external entity. LTA has a lease with the Building Corp., tax exempt. LTA will obtain the building once the loan is paid off. Ms. Morin made a motion to accept the resolution as presented for the 2022/2023 Consolidated Recommended Annual Budget of \$3,490,000, seconded by Mr. Garrett, motion carried, vote 5-0.

12.0 Resolution 2022-11-17-C: Approving 2022-23 Consolidated Amended Annual Budget for additional reserve spending

Ms. Morin made a motion to allow the additional \$24K from reserves to fill the gap, Mr. Garrett seconded, motion carried, vote 5-0.

13.0 Resolution 2022-11-17-D: Approving Recording Board Meetings

Ms. Morin made a motion to approve of the recording of LTA Board Meeting, Mr. Garrett seconded, motion carried, vote 5-0.

14.0 LTA Website

Ms. Morin briefed Board members on the enhancements of the LTA web page to include but not limited to additional information about the LTA Board, titles, BIOs, email addresses, same for staff, change title to "LTA Board" agenda link to minutes. Ms. Morin also mentioned that she would review Monument Academy's web page in reference to ours. Ms. Morin made a motion to approve of the LTA Web page enhancements as noted, seconded by Mr. Garrett, motion carried, vote 5-0.

Mr. Dustin Sparks requested clarification on Public Comments to Ms. Morin. Ms. Morin clarified that the Board will follow the standard of listening to Public Comments versus answering questions as they are presented.

15.0 FAML1 Program Presentation

Ms. Amber DiCarli, Esq, co-worker of Mr. Dustin Sparks, Esq., briefed the Board on Family Leave and the Medical Program. Ms. DiCarli mentioned that funding comes from both the employee and employer, 4.5% from the employee and 4.5% from the employer; however, contributions start Jan 1st, 2023. Employee would receive up to twelve weeks of paid leave if birth of a child. Employee would receive 37% - 90% of wages, dependent on wages. Department handles all payments. Charter Schools have options to participate, not mandatory. Employees will receive full benefits if there is a disagreement between the school and employee. Notifications of the Family Leave Program will be sent to Mrs. Stahnke. Payments would not start until Jan 2024.

16.0 Vote on FAML1 Program

Ms. Morin made a motion to decline the Family Leave and Medical Program until additional time to see how the plan is unrolled, seconded by Mr. Garrett, motion carried, vote 5-0.

17.0 Executive Session – Specialized details of security arrangements pursuant to C.R.S. § 24-6-402(4)(d), and conferences with LTA's attorney to receive legal advice related to multiple employee matters, policies, and charter conference renewal pursuant to C.R.S. § 24-6-402(4)(b).

Ms. Morin made a motion to enter Executive Session at 8:23 PM, Mr. Peterson seconded, motion carried, vote 5-0. Ms. Morin made a motion to exit Executive Session at 9:28 PM, seconded by Mr. Garrett, motion carried, vote 5-0. Ms. Morin had a question on CORA (Colorado Open Records Act) Policy, Dustin Sparks remarked that Open Records Act request 3 working days, up to 7 working days if needed. Ms. Morin made a motion to pass Core Policy, seconded by Mrs. Jeanie Stutts-Blucher, motion carried, vote 5-0.

18.0 Founding Fathers Quote

Ms. Morin read LTA's mission; she tied LTA's mission to purpose of the Board regarding mission creep. She emphasized to the Board to continue educating themselves on our nations' Founding Fathers. She also mentioned for the Board to review two items of interest, Founders

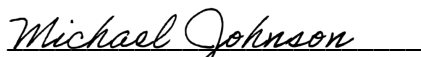
on-line and 1789 Thanksgiving proclamation, she also stated that she would like to add Founders quotes to the agenda.

19.0 Other Business

Ms. Morin noted that the Board addresses as many questions as possible; however, the Board can't communicate with three or more members; otherwise, it would be considered an official Board Meeting, the only way the Board can communicate with each other is through Board Meetings. Personal Matters are normally a Closed Session, person(s) involved have the choice to either have a Closed or Open Session – open to the public. Originally Mrs. Wilson chose a Closed Session, follow-up meeting Mrs. Wilson chose an Open Session, the Board spent 3 hours on pressing issues without resolve and an additional meeting was scheduled – 10 Nov - held at LTA's school gym. The atmosphere in the gym was detrimental to the Board's ability to hear from the numerous grievances by the call-ins, during the Executive Session. Dustin Sparks explain the purpose of the Executive Session during the Nov 10th Meeting – purpose was to hear from new multiple personnel with grievances and to provide legal advice on a way forward. He explained the By-Laws adopted by the Founding Board – Board has oversight of LTA operation, the Board delegates its powers to the Staff to run daily operations of LTA, The Board has the duty to ensure LTA is responsibly being run. Ms. Morin stated Board members are passionate and dedicated with strong convictions on what needs to be accomplished. Mr. Sparks spoke to the Investigation Process, which will be a 3rd party vendor, all LTA employees are in the process of being reached out too, mid-January is the goal to have the investigations completed. Outside LTA employees can contact the 3rd Party Investigator. Ms. Morin ended the synopsis with the Board looked at four separate entities to conduct the investigation. The individual who was identified to conduct the investigation was picked due to his background and calming nature.

20.0 Adjournment

Ms. Morin made a motion to adjourn the meeting, seconded by Mr. Garrett, motion carried, vote 5-0. Meeting adjourned at 10:20 PM.


Michael Johnson, Secretary LTA