

**Community Leadership Academy
Governing Board
6880 Holly Street
Commerce City, CO 80022**

Minutes February 15, 2022

Due to health and safety concerns related to the COVID-19 (Coronavirus), this meeting was conducted by videoconference at: <https://clacharter-org.highfive.com/moderated/bwypwxdfsa+1+848-227-7998,,0073010292#>
The meeting was publicly posted a minimum of 24 hours prior to the meeting at 6880 Holly, 5701 Quebec and <http://www.communityleadershipacademy.org/board-of-directors/>

Preliminary

Call to Order: The regular board meeting of the Community Leadership Academy, Inc. was called to order on February 15, 2022 by Jeff Smith, President at 1:10 P.M.

Roll Call: Present: Jeff Smith, Nancy Brooks, Rosalie Montano, Jeff Reed

Approval of Agenda: A motion to approve the agenda was made by Jeff Reed and seconded by Nancy Brooks.
AYE = 4; NAY = 0 **MOTION PASSED**

Board Requests: none

Audience Comments: none

I. Routine Items

A motion was made by Jeff Reed to approve the Attachment of Record and seconded by Rosalie Montano.
AYE = 4; NAY = 0 **MOTION PASSED**

II. Executive Session

(§24-6-402(4)(e), C.R.S.), determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations and instructing negotiators

A motion was made to go into Executive Session at 1:15 AM by Rosalie Montano and seconded by Nancy Brooks. Tina Jajdelski and Ron Jajdelski invited into Executive Session. Roll call: Jeff Smith – YES, Jeff Reed – Yes, Rosalie Montano – YES, Nancy Brooks - YES. **MOTION PASSED**

Executive Session concluded at 1:35 PM

III. Discussion Items

- 3.1 Contract Milestones: The board discussed the School Leader Evaluation tool and progress. Massachusetts tool for Superintendent; process board will work together to meet/hold a study session and will add it to the calendar. Calendar is reviewed each month. BOD agreed tool works well and they are familiar with it.
 - 3.1.1 Leader progress on 2021-22 goals: board reviewed goals and progress and will discuss further in March
 - 3.1.2 Surveys: board proposed survey options/questions/design for school leader (Spring); Administration discussed family/staff surveys for Spring. Board suggested student survey in middle/high school for climate.
 - 3.1.3 Mid-Year Report: delays in data compilation due to staffing impacts, high-priority activities (READ review, Admin coverage, grant submissions, activities)
 - 3.1.4 Board development: CO League conference – all board members will attend; Ron working with League for consortium gathering at conference; continued BOD planning in March TBD – 2 four-hour sessions.
- 3.2 Health/Safety, current COVID-19 statistics: Tina reported 15-17% positivity dropped from previous 30%
- 3.3 Draft 2022-23 school calendars: Administration presented calendars; discussion included board, parent, and staff feedback – and alignment with local district for holidays and breaks.
- 3.4 Salary comparison report: Administration and the board considered and discussed salaries from surrounding districts. Discussion items included teacher shortage, difference in CLA vs other schools' salary, cost of living ~ living wage, days worked, retention, costs on recruiting, industry trends, 4-day week, possible investment timeline, using reserves now vs. later, etc. Board directed admin to work with Carolyn to propose salary schedule and 2022-23 budget options/impacts for next meeting.

IV. Business Items: none

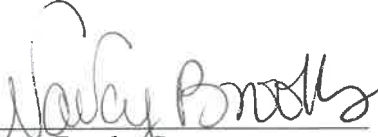
V. Communications

Board shared calendar dates and availability for conference attendance and League meetings

VI. Adjourn

A motion to adjourn was made by Nancy Brooks at 2:17 PM seconded by Rosalie Montano. AYE = 4; NAY = 0

MEETING ADJOURNED



Nancy Brooks, Secretary



Jeff Smith, President