

Ridgeview Classical Schools BOD  
11-17-2005  
Ridgeview Classical Schools  
6:00 pm Board Room RM #201

- I. Minutes Review-Meeting begins at 6:03pm. Amend/Approve motion to approve minutes 10-20-2005 "Bank Statements were reviewed" Mr. Geib was in attendance. Dr. Powers motions to approve minutes with these changes. Peggy seconds. Unanimous. Introduced Mr. Barry Arrington, our school lawyer and the top charter school lawyer in Colorado. No #1 charter school lawyer in the state.
- II. Mrs. Miller introduced everyone on Board
- III. Review/Adoption of Agenda - We will adopt agenda from now on. Peggy asks that Mr. Geib's resolution move forward on the agenda to after G (assistant Principal report). then Mr. Geib's other resolution (#8 in minutes, other is #9) after budget work. If you want a comment to what is on the agenda, raise your hand, other comments put name on list. Jim motions to adopt agenda, Mark seconds. Added Kraig Peels policy to end of all policies – new reading. 6C2 discussion of New policy, Jim motions to adopt agenda as discussed, Mark seconds unanimous.
- I. Attendance: Dr. Moore, Kim Miller, Mr. Carpine, Dr. Powers, Peggy Schunk, Dr. Peel, Mark Geib, Margaret Provencher, Robert Miller, Lucy Dipboye, April Trelour, Monique Fink, Kelly Carpine, Susan Busek, Anne Schmidtberger, Mr & Mrs. Gerthe, Heidi Fennel, Emily Moessner, Jerry Patterson, John Herdon, Johanna Schultz, Shawna Prevedel, Susan Jones, Amie Sharp, Tim Braun, Chelli Purcell, Mrs. de Musuri, Janelle Ketcher, Mr. & Mrs. Zuchalan, Mr. Luce, Mr. & Dubler, Jennifer Moore, Mr. Collins, Amie Sharp, Brian Robertson, Mrs. Peel, Mary Paneda, Mr. Petterson, Mr. Hild, Mr. Yu, Mara Davis, Mrs. Faust-Frodl, Mr Halseide, Miss Kretschmer, Mrs. & Mr. Carvalho, Mrs. Bennett, Mr. Huntington, Maureen Shaffer, Dave & Laurel Van Maren, Mr. & Mrs. Pait, Mr Patterson,

Reports:

A. President – The High school held a benefit for Hurricane Katrina. Thank you from American Red Cross for the money our students raised. Peg and Kim attended CLCS conference on Oct 27, 28. Learned that CSAP scores drop in 4<sup>th</sup> grade state wide, our accountability commintee has noticed this in the past. We see this drop off and now we know why. Kids that are proficient, they may be only partially proficient in 4<sup>th</sup> grade because the bar moved up in the 4<sup>th</sup> grade but not in 3<sup>rd</sup> grade. The CSAP was realigned, but not until the 4<sup>th</sup> grade. Moved bar up in 4<sup>th</sup> and above to meet closer to the national standard. They did not change this in 3<sup>rd</sup> grade. This is why are 3<sup>rd</sup> grade CSAP's are so much higher. Colorado average is below the national standard in testing, except for math , slightly above. Also, CSAP was never designed to measure longitudinally, it is very bad for children that are low or high – poor measurement tool. In Special needs student we can see growth of the child but is not measurable on these tests, would like to discuss this further in the future. May look at alternative assessments. National report on accountability and equality – Task force concludes: Conventional teacher college is not qualified to teach our students. NO correlation of positive impact in classroom. Also ED programs for principals are dismal. Copies of these materials will be in weekly notes.

B. Vice President/ Secretary – See attached – Thank you letters, both from families in need regarding to gifts we have given so they know they have a RCS family. Kim and I went to conference, when we go we try to go to separate sessions. I will report from my session. Assessments for DR. Moore and I to discuss. The other was a pro-charter reporter and his ideas for a better a relationship with the newspaper. Try to learn more about BOD procedures and want to share. How boards should be

run – keeping it very official, motions correctly, no sidebars, no computers, no distractions. Deadwood – members who do nothing but sit in meetings and do nothing else, suggest they do no service and ask them to set down. Also talked about emails. Is legal to send email, but cannot make any decisions or votes on these emails. That is why I did not respond to you Mr. Geib when I found of this information, instead asked for it to be on agenda. Also talked about new BOD members and a new BOD member packet, suggest we add Robert's Laws of Order and Open meeting laws. They are lawyers and charter school consultants. Ask both groups what they thought about BOD as employees – they not only saw it as legal but very commonplace for charter schools. Consequences that new BOD members get on

Barry says role call vote is very important in certain situations.

Can ask if there is “any opposition?” if no one speaks up “unanimous” Need to write policy that the written summaries are official minutes, not the tape recorder. Because the taped minutes would become official if we used them one time. Required to take executive session minutes – not an option.

C. Treasurer – bank statements reviewed and in order. Printer - \$4,000.00 on single printer for brochures and yearbook. Looking at leasing in accordance with copy machines. Icon systems – will replace our own copiers soon anyway and may buy a color copier as well. Please work with Mrs. Carvalho.

D. Member – Mr. Geib applauds Mrs. Schunk – she addressed issues he had concern with.

E. New Member - none

F. Principal – Was invited to a conference in S. CA. Topic: British sources on American Constitutionalism ..... put on by the Liberty Fund – for teachers and administrators. Mostly private schools there, When I tell them what we do at RCS they can not believe what we do. Group from Nova Classical Charter, a charter school in Minnesota – 3<sup>rd</sup> year - are modeling their school around us. Another school has also contacted me for consultation on our curriculum. There are other schools out there watching what we are doing and emulating us.

G. Assistant Principal – 1<sup>st</sup> quarter events are complete – Roman Days – Egyptian days and small machinery. Pre ACT test for Soph. DRP calibration testing has been completed.

H. Business –

I. Fund raising –

J. Accountability -

K. Teachers–

#### IV. Old Business

##### A. Board Member Duties and Responsibilities

1. Conflict of Interest – related to BOD members – Read resolution – see attached. Mr. Geib motions to adopt. Dr. Peel seconds. Mr. Geib wanted to clear up that it is not against any individual just an infraction. It's his opinion that conflict of interest is a situation and there is no intent to discredit anyone's character or acts of these persons. Dr. Moore asks what is prompting this, what conflict of interest have you seen? what harm has been done to the school? Teachers, administration, students, are all thriving. This is a fairly bold statement since we have been doing this for 4 years and working well. What is the harm? Answer: Two meetings ago Dr. Moore asked for a resolution to solve Mrs. Miller being over taxed. Dr. Peel – you are the one who started all this discussion when you related to us that this was not good business. Dr. Moore asks – Did I recommend Mrs. Miller resign? Dr. Peel – no your recommended some kind of resolution of some conflict, Dr. Moore requested some resolution. Dr. Moore and Peggy Schunk brought this to BOD to find a solution., We did – we moved her office. We are working on others. We hoped that some other members of the board would set up and they didn't Dr. Moore fails to understand why Mark Geib would ask for these

ladies to stand down. Discussed last executive session if there was a conflict, they had a discussion and Dr. Moore said there was not. I don't think anybody is questioning either ladies commitment or work ethic, we just want to prevent anything happening in the future. Kraig Peel says there is no problem now he just wants to set procedures so this problem does not arise. Dr. Moore asks if he consulted the principal? Kraig says No - there has been several issues that brought this up. Several parents have contacted him and he will be happy to give names. Dr. Moore already sent an email asking for these names. Kraig says but you never respond to us. Kraig Peel tells Dr. Moore- you never respond to us. Kraig Peel - conflict of interest - talked to parents on this. Did you go to principal? What is harm? As of date there is no harm. Only the appearance of conflict of interest. Kraig Peel talked to parents directly and never suggested they go through the proper procedures or talk to the principal. Mark Geib says he doesn't think that its a requirement to actually have a conflict of interest, only the appearance of one. Barry our lawyer gives his legal opinion. the terms of district policy does not apply, when the PSD policy quoted Board that means PSD 's board not ours. When they say District it is PDS's district and RCS employees are not PSD employees - therefore this policy does not apply. The have very specific meaning. The WY resolution is inapplicable because we are not in WY. The CO supreme court decision does not say they cannot hire BOD members it says they are not required. survey of policies of charters- they are very differences animals and this is common place for Charters to have BOD members as employees, it is "in the spirit of charter movement - certainly nothing illegal about what BOD has done. PSD District was informed of this intent years ago. that we were employees of the school, and they said at that time their policy was not applicable. We have had 4 years of audits no one has complained. So what can and can not a BOD member do ? We revised the Conflict of Interest Policy in august (read aloud) Barry says the state statute - have to make full disclosure and 2 must not be involved in any vote. Not only are you within the law but within the spirit of charter schools. Are you saying that Mrs. Schunk is doing a poor job as Enrollment Coordinator, ? No ! She is doing a good job. Barry - can we actually ask them to quit when the conflict of interest isn't broken, the bylaws are not broken, and everyone says they are doing a good job - is this legal Barry - there is no legal reason to ask them to quit? Dr. Moore asked Mark Geib :Who would have replace these ladies? How many parents talked to you? I don't know. I haven't talked to every parent. There seems to be a better way to do this, discuss Principal So did you consult the principal? Mark says no I am not required to. You are not required to but it should be a courtesy. NO. Kraig Peel - I don't disagree with the quality of the school this is an effort to do due procedures. Let the minutes reflect that Dr Peel, does not feel he needs to talk to Principal before asking to fire a key employee. Dr. Peel wants minutes to reflect that DM was putting words in his mouth. Mr. Geib was sending emails to employees discussing issues in the front office. He should have recused himself. Mr Geib agrees there was a conflict of interest with him on the BOD and his wife working in the office. Do you think Mrs. Schunk is doing a good job on front office. Mr. Geib - NO. Minutes need to reflect that an executive session situation arose but employee in question gave OK for discussion to continue in the open meeting. If I were to tell you that the front office employees were to say that the office has never run more smoothly what would you say? I don t' know. Why didn't you continue to check into this after your wife left. Did you? I haven't got to it yet. How many parents do you think are worried about conflict of interest. I have asked before, New parents? old parents? Marc Geib you have been totally unforthcoming why wouldn't you tell me so we could discuss this issue, Mr Geib asks - If the question is

asked it is worth looking at? Dr. Moore says - anytime a parent has a question we included parent name and we discuss -how can I do my job if you are secretive? Mr. Geib - All parents voice are equal, a name changes nothing and does not need to be mentioned. Mr. Geib says that if a parent comes to him with at concern about other board members, he has no obligation to ask that parent to talk to Dr. Moore or to talk to Dr. Moore himself. Dr. Moore asks what he should do if a parent comes to him with an issue of a board member , should Dr. Moore go to the board in the parents behave? I come to the board? I have had parents who come to me with grave concern about you and your role in this school. Mr. Geib asks for a point of order. Mrs. Miller says we are still in discussion and parents get to speak. She asks again – is there still a second on the table? Dr. Peel says YES. Jim Powers questions for Mr Arrington – asking clarification. If this were not more specific, i.e. removed the names, would this be appropriate? Barry you have made a decision about conflict of interest with conflict of interest policy. This does not require anyone to lose their jobs. can make a policy more specific i.e. you cannot discuss own salaries, etc. Jim Powers isn't this a perception of conflict – parents did not vote for us. Jim Powers if we changed this resolution and remove date would that be acceptable? Barry that would be very difficult to change the resolution that is now on the table. Jim says if this fails, it fails because of specificity. Dr. Moore's concern is- leaving last bod meeting – I overheard from the gentleman under the tree that those who started the school are not the ones to take it to the next level. I heard all you say this. I would like to know – are you going to? what is the next level? I thought 2<sup>nd</sup> in state is next level, what is the actually plan you have in place.. What is your vision that the principal has not been consulted, nor teachers nor parents. There is no answer from these BOD members;

- 2.
3. Comments from parents: Mrs Davison – concerned because I see lots of division great statement or idea but this should be dealt with in executive session why is this at this level? This is confusing. Is there a separate vision – never went to the individuals and let them know your concern -if you don't have that freedom in your group – how can we react? Laurie Zuccolon – echos what Jeannine said –I have been here for 4 years I look at bod as stat supreme court – if you argue with neighbor they would laugh you out. you need to follow procedures and you have not. Needs to be dealt with in the proper channels and that is Dr. Moore. Discussed that Dr. Moore supervises Mrs. Schunk. Next point from Laurie– taking school to next level – if we don;t have founders on bod until school ends this school will fail seen it time and time again. I am sorry but this is very important. The two of you want to take over the board and change things we do not want this that will not be tolerated. Let's vote - let the parents talk and say that we support these two ladies. They are so over qualified for what they are doing, you need to spend time in this school and see what they are doing. this school will fail without them. You need to spend some time in the school talking to people and you will see how valuable they are. Mr. Pait issue with process – someone in charge goes to objectively fixed something if there are problems with the way Mrs. Schunk is overseeing front office let's have someone look into it and give a report . I fear what's been said about the school going downhill when founder are gone is true. Also, founders need a succession plan to protect the school in the future. finally, in my opinion this is a resolution looking for a problem – we don't have a problem don't go looking for one. First organizational meeting for RCS these two ladies were up front. I would wonder why we would need to be concerned with conflict of interest even if we remove their names when these people are the ones that have brought the school to the level it is at. I don't know who could

replace them in either role. No one today can replace their value on either the board or as employees. I am very surprised this is happening. Again, you are just looking for a problem and I think we need to move on. Maureen Shaffer – parent for 1 ½ years – served as a BOD member at Liberty they have a policy where BOD members cannot be employees. However, when I came here, Mrs. Schunk and Mrs. Miller made it very clear that we do both, that the bylaws say it is ok that decision has already made. very specific now because of this resolution I assume the BOD members know, but parents may not that this resolution does not compel any action. You cannot get rid of bod members only parents can. That authority only rests on the parents. I believe it is in the best interest of school to ignore resolution regardless of the outcome of the vote. Given this resolution has no authority, what was it's purpose. The best possible outcome is that members that brought this forward has created a division cemented a concrete division for as long as they are on the BOD. This affects administration, teachers, and mostly our students. The damage is already done, but what is the worse case? We can ignore this resolution and then the other members can assert themselves and fire Mrs. Miller and Mrs. Schunk. If you let them go - unemployment claims and law suits. All these records say that are doing a great job, in fact they have a choice to keep their job and now these minutes are saying they are doing a good job. Just set up a wrongful dismissal suit – this is not in the best interest of the school. I urge Mr. Geib to withdraw resolution and for benefit of school urge no vote from other members. Mr. Gerthe – black sheep – is this legal? Not an issue of legal but what is right and best – consider – wise to avoid appearance of impropriety. We have bod members by day but then they work for Dr. Moore. In the corporate world this would never happen. Can you honestly say you would have no concern you child would not suffer if you disagree with a BOD member or the principal? What recourse would we have? If you are a teacher with a dispute who can you go to? Kim & Peg deserve cudros other parents need to step up to run school this should not be only a few running school. Mr. Geib is intending to do this. I submit this is very evident that there is too much control in one place. Not a sign of a healthy organization. I remain that the resolution pass and the whole idea of leadership will be intact. Mr Zuccolon what state are you in Mr. Geib? Mr. Geib – Wyoming. Mr. Hild is profoundly disappointed to be here and not with my family. Resolution from Mr. Geib makes the unbelievable claim that the resignation of Mrs. Miller and Mrs. Schunk is in the best interest of the school. I have worked with them daily for over 4 years and to have them leave boggles my mind. We are where we are today because of these two ladies. Your resolution makes no sense to me. We all know that the future rests on the past –nothing is more foolish when trying to protect the future than to destroy the foundation it was built on. I do not have confidence in these other members who move to remove these ladies. RCS would not exist without Mrs. Miller and Mrs. Schunk. I want to see my son graduate here in 2021 when I plan to retire. I have been here four years we live and breath RCS together. The commitment I have for this school was inspired by Mrs. Miller and Mrs. Schunk. There is nothing that is more important to Mrs. Miller and Mrs. Schunk than to work hard for an excellent education for our children. There is no reason for this to change. That they could have any conflict with this school is ridiculous. Mr. Dubler – founding parent 6 or 7 years ago and bumped heads on whether or not this school could open on time. I have taught before it opened –taught teachers science and science safety and I can speak for teachers Mr. Geib. I am the proudest parent in the school. I am ashamed of this board and and want to know if any Mr. Geib or Dr. Peel have ever been in a classroom. Mr. Geib, you should be ashamed of yourself. you have no function on this board. I have never seen you in a

classroom. Or you Dr. Peel and ask any teacher that has to raise their hand. You are basically invisible, you have done nothing at all the BOD meetings that I attend that have to do with academics. This school is about academics. The character I have seen here is abominable, I call all BOD members to resign and we re vote the ones we want. I am ashamed of the parents. There was a call for new members – all 600 of these parents stepped back and these were the ones left standing. Get involved, don't tolerate a dysfunctional organization. Mrs. Busek – would like to speak to Mrs millers integrity and professionally she kept things separate as a parent and employee. I am concerned about the personal nature of your attacks. Your attacking has no foundation here. Your resolution does not address an issue, only people, people with incredible character. . Dr. Hester 5 kids 3<sup>rd</sup> year. At a bod meeting 2 months ago and granted when you are sitting there as a parent you don't have all paper that board has so I feel a little in the dark. But at the last meeting I came away with something serious was going on to threaten the school. From my perspective it came from Mr Geib. It seemed to me that you were trying to create trouble for the board. How can what you are proposing tonight be in the best interest for RCS? What is your stake in this school? I know what your stake is Mr. Peel but you just came onto the BOD and you need to do your job. Your voice is bad for the school it looks like a personal issue. Mrs. Peel – my husband was at Eco week, he has been very involved in this school and was not just left standing. When someone talks about my husband I want to scratch their eyes out. Mrs. sharp – lots of meetings held more hats than anyone. I can attest that when we adopted the conflicts of interest policy it takes a person of incredible integrity to recuse your self. We need to impart this there should be no reason for perceived conflict of interest if you have character. Josh Powers I am discussed with what I don't know about – learn about business world - one job one job only should learn from them. Why were the teachers here? no character – too many rumors. Dr Moore said in faculty meeting – resolution in front of board that may profoundly change the direction of the school if you care about this school you may be interested. I do not want to sway your opinion.

These teachers have a vested interested in this school De Musorui – some parents are also teachers. Mr. Geib how did you get on this board? Mrs. Powers how did Mr. Geib get on the board? Mr. Geib said Kim approached him. Kim says not true he approached her and asked about it. He did the process and board approved candidate and we followed process. She tries to solicit new members though her advocacy group but not individually. Mr. Busek – moved across country because this school was the only place I want to teach. I am not sure this is the proper venue to handle this issue or perceived issue, there is only one proper way to handle this and that is through elections. If there is a conflict, when they run for office the public can decide not to vote them back into office. I am concerned about the next level. . If there is a next level that these founders cannot take us, I am concerned that the next level is not what I am looking for. There is no other school that I would send my children to. I do want to have to leave because I no longer believe in it. Mr. Yu – I hope you realize Josh that I love you, but I have to disagree with what you said. We are not a business we are here for the kids. Unlike Mr. Busek I can teach anywhere. There are three reasons I am here Dr. Moore, Mrs. Miller, and Mrs. Schunk. Mrs. Mac Vean – fine to examine this conflict but too strong to fast . I see there are not a lot of rules laid out. need to project and put things in place – make it a rational process. Anne Schmidtburger I have been here since the bitter beginning – conflict of interest? These ladies have nothing but the interest of the school in mind. The bylaws say they can be there, they are here. Eventually their terms will come up and we need to find the right people to replace them. Mrs. Moore – it does matter which parents

complain they may have a history or angry because their student is not doing well. There can be back ground information that can be very valid. Mr Robertson – I have been to lot of bod meetings. This discussion needs to focus specifically on this resolution- it has no basis, if they resign, we do not have two parents to meet the qualifications on bod, if they leave their employment they sue. I believe that the only thing to do is for Mr. Geib to withdraw his lousy resolution do it again better but not here and now. Mr. Collins letter from Jefferson – would support but no one to take place. Who would replace these ladies? Coward's approach, what they really want is Dr. Moore. If Dr. Moore resigns, I will leave I will not see Rome fall - I will leave with them. Mrs. Moessner - 1<sup>st</sup> grade teacher since the beginning. I will quit if we go. I will be here as long as they will be I have never had a conflict of interest with them . i have never had problems and I work with these women everyday. I look at all children they are my babies the school is Kim and Peg's is their baby. I want to watch them graduate I am loyal and I great educator if I'm not here our kids will not have a good enough education. I think they should stay and other people should go. Mrs. Dooley clarification- there are procedures in place – I heard problem with legal issues but there are none. There is a conflict of interest policy so there is no problem legally. The process broke down when you did not bring conflicts to board; had this been done we would not be here. This resolution is overkill the whole problem arose because you did not do right procedure. This can be resolved. Keep emotion and personal out of it. Mr. Braun - Crawling under trailers – our rules say they have just as much right to be here – ultimatum is crap – conflict of interest should be covered and discussed like adults. Doesn't need to be decided today, Nov 21<sup>st</sup> is a little short. I do have concerns sometimes because some people work for Dr. Moore but it has never stopped the school from being great. Jerry Patterson – Kim and Peg have utmost moral character –I worry about the future? we have to deal with issues. We need to step back from this issue and plan to put together something for the future. We have two supervisors that are also on the BOD. They can handle it but what if it is someone else. We cannot just remove bod anytime we want. We need to address this more throughly in the future. Mrs. Fink – long term we have to address – difficult conversation to move in a positive manner – resolution has perhaps some merit but written in such a personal attacking manner – drop it and try another approach. Jim Powers read letter from Becky Prewitt who could not attend. Jim Powers, your statements of believing in this school. This should be dealt with even if it wasn't crafted correctly. We need to be squeaky clean, vote don't ignore it, keep these people on or not. I am in favor of address this , maybe not in this particular motion so there is not misunderstanding of our impropriety. I encourage people to step up and get involved. There has only been one person that has been voted on, we need more participation. April Trelour - we sat in accountability in 3<sup>rd</sup> grade classroom with the character pillars all around us – we cannot live with out these women and Dr. Moore. All of them can and will speak up and address an issue when it is not right – they would say I have done wrong. I drive by the school on the weekends, summertime, holidays- there are three cars in the parking lot; Kim, Terrence and Peggy. We need to believe in their character – if Peggy is doing something wrong take it to the boss- what do you do with your kids? don't have a meeting with neighbors – You need to act like a board, talk to them, you cannot get together in small groups and kick them out. No one cares as much as these ladies. Jeannine Davison how are the pieces going to fall – how are we going to have unity again? everyone will suffer. We are all apart of this and we are hurt we are looking for examples from you. Kim -asked Mark Geib -would you like remove your motion? Mark – NO but I would like to recess for 15 min. Janelle Ketcher - I

encourage you to remove resolution. There are other solutions. It seems to be based a law that doesn't imply, policies that we have already written. We do not owe them a job, if they are doing a good job, keep them, if they are not they should be fired. I understand conflict of interest – maybe we need a work session to improve the policy we have. But this is very rash to ask for one resignation or another. We believe they would recuse themselves from any Conflict of Interest. Maybe cannot trust those in future but to ask for their resignation is overkill. There is also a big problem in middle of year to fill these spots. Lets regroup and find a way to be sure there is not the appearance of conflict of interest. Mrs. Van Maren – I have started two other school of choice – this is about our children – to recess would be disruptive, needs to be resolved now. We know why you are asking for a recess and we will not leave! We do not want a recess. Secondary motion to recess for 15 minutes by Mr. Geib, Dr. Peel seconds. Are there any parents in the room that want to recess -please stand up – no one stood

**Vote:** Mr Peel- YES; Mr. Geib – YES; Dr. Powers – NO; Peggy Schunk – NO; Mrs Miller – NO. The vote 2-3; there will be no recess. Resolution is still on the table; is there still a second? Dr. Peel -YES

Dr. Moore summary comments – I am a very involved member in this discuss , teacher of school, have a lot to lose. This is like setting up of the American govt. – checks and balances – very elaborate and confusing, making sure power is not being abused. Madison said: We can set up all the laws we want to but need virtuous people to conduct these laws. One of the questions -are these checks already in place? What are the results of this abuse of power? Where has it been abused? We have had audits and never had an issue with financial power or mistakes. With all the teachers that had Kim and Peggy's kids in their classrooms, I never had one teacher come to say this is an conflict. Although it has been called the Kim, Terrence and Peggy show, he is the first one to disagree with us. With accountability committee; board elections; Dr. Moore; parent mobility; test scores; we do have checks and balances. If this were to happen, I you can believe I would step in the middle of it. I have come to the board often with lectures on how to do things right. I would not allow this to happen. These checks are in place. The opposite of conflict of interest is trust. This is a character trait we teach our students. It means giving power that they can abuse and seeing them use it for the public good. We trust them and they don't abuse it. This conflict of interest resolution is made for the sort of the people who would abuse that trust – not the Peg's and Kim's of the world. But for others who don't trust people that write these laws. Don't want to demonize Mr. Geib, I don't think he is a bad man but want to question him. I have no idea but I know there seems to be a profound lack of trust. When I moved out here to take this job I was giving up a lot. I had a ten year job and just married – I had been reading about school reform and was profoundly worried about the state of education This was the only job I applied for, I expected a formal reception; but there was no one there but Kim setting up tables – I had to help, I wondered; who are these kids – I taught two mock teach's that day. Then I started talking to Kim, Peg and Amie and I was gripped by what these ladies wanted for their children and this school. I trusted them with my livelihood. One of the existing bod members said that he would never take the job. But I did it because I trusted these women. I then had to go to planning and zoning meeting where I was informed that we had no building. But I slept well because I knew these women would make this work. For those of you who joined at this time I am sure your remember. When I had questions, and I had a lot, I turned to the people I knew and believed in. I turned to Kim and Peggy, parents trusted us. I hired Mr. Hild from Germany with out a mock teach. I found out about Mr. Hild because his mother-in-law

worked across the hall from me. I knew about him from reputation and by former boss thought he was a good guy. Call it conflict of interest but I knew this man would make this school what it is and I hired him Rebecca Faust-Frold – how did I manage to hire such a magnificent teacher? I called her on the phone and fell in love with her voice. Rob miller and I hired her – that could have been a conflict of interest, he is the president's husband. There is a possibility of conflict of interest but it didn't work that way. Even though first year, tons of parents were complaining about everything but educational. What it boils down too is a lack of trust, they questioned everything we did. In those days we didn't have factions on the board and I thought that that would never happen. Unfortunately, those kids were jerked out of the school, out of the great education they were receiving because their parents did not trust us. I knew I could do the job that I had to do and be able to back of the teachers, because I had the support of these two women. I have to know the parents and the story and the kids I have to have the information, I have always had the information, until now. Everyone thought I was arrogant when I said this would be one of the greatest schools in the state and perhaps the nation. This was (and is) no empty promise we are no 2 in the state. Number 1 in writing, number 1 in reading. This was all built on trust, what am I to say about this, we have two members who do not trust us and they are trying to make rules to hem these ladies in. It may be appropriate for them but not Kim and Peggy. You don't begin to know what Kim does for this school. Heidi Fennel (Special Ed coordinator) could you do your job without Kim? Maybe people don't know that Peggy does the lottery on vacation. She cannot be replaced as a board member or an enrollment coordinator. Who would answer the hundreds of questions she gets? How can I advertise and train someone for that job? I cannot train some one to replace the 5 years of experience and knowledge she has. I embrace the business model but if we are going to do that we have to have a functional board, working together to try to work things out. I am very upset, my job is on the line and I don't know that these two men are capable of having that level of trust. Mark never follows procedures goes behind their backs but I am offended that they don't come to me and ask me the question. In fact they won't even tell me their names –there is lack of trust in principal – they did not include principal but it is obvious they do not trust leadership of the school. I have never been approached by either one. They never asks for info or if they can help. Mr. Geib will go to PSD on his own or call lawyers on his own, but he will never come directly to us. They have a lack of trust in the leadership of the school. I have never been approached by either of these members, for an explanation or to offer help.r Unfortunately, one when to Mr. Carpine to ask him if this is still the Kim, Terrence, and Peggy show. This shows lack of trust, why didn't the come to me? We could have had great talks about what we can do. The people who moved Kim were Peg and Terrence. They go to charter conference state law, best practices. they have knowledge but they still listen to Terrence and take him very seriously. I don't know a teacher that doesn't trust these ladies. I can't lose them as employees but what would happen to the board if they were no longer on it? I hear them have a conversation under tree out front after the last BOD meeting –about these ladies cannot take the school to the next level? What level? Why not? Who will? These vague suggestions are too iffy for me. Do they have any better ideas? Don't just complain, you need a better solution, there is not one. Jim Powers says – I wish you would have stepped forward because in retrospect I made that restatement. What I meant was the burden on these two ladies are huge and we will have to make some accommodations. We can't go to next level taxing these ladies the way the are now. That was my point.

4. Kim Miller concludes discussion. The resolution is still on the table Mr. Geib? YES.

There is still a second Dr. Peel ? YES. Is the resolution is still on the table? We will now vote for the conflict of interest resolution as it is written:

5. Mr. Peel – YES; Mr. Geib – YES; Dr. Powers - NO; Mrs. Schunk- NO; Kim Miller – NO. Mr. Arrington says this is a policy issue and the members Miller and Schunk are allowed to vote. The vote fails 3-2. Mrs. Miller and Mrs. Schunk do not have to decide between their jobs and their seat on the BOD by Nov 21, 2005.
6. Peggy reads new resolution – Kim seconds – discussion - If there is a recall election, the parents would be able to vote to decide if Mr. Geib and Dr. Peel should remain BOD members or not. If they are voted off, we will appoint two members. Kim as president of board believes it will be difficult to move forward in the current state of the board.  
Laurie Zuccolone– thanks for making us all show up. I think this will happen more. The Recall is scary because we not have enough parents to run, but I think we will real soon. The resolution has been voted down and we need to move forward until we reach a proper resolution. I hope you will set aside your differences for the betterment of the school. Mr. Busek unclear of process. who put forward this motion? Peggy did. Mr. Herdon – left and came back – taught for 21 years. we have something here – if it ain't broke don't fix it. A real discussion has to take place with board members, they don't have to like each other. If it were more business like they could work this out. What I can do in the classroom I have never been able to do in college. Be very careful with what you do. this is very precious and we don't want to lose it. Mr. Petterson- I really question the bod member with no kids in this school, does not pay taxes in CO, and does not even live in this community. I think this next resolution is a little relativity but I do question why Mr. Geib is on the board? no answer from Mr. Geib. I do not question why these ladies are on the board. Mrs. Hitchman – be careful how we talk in the coming weeks lets not make it worse. We will limit comments to 30 seconds for those who have already spoke once. Otherwise we will be here all night. Mrs. Mac Vean – Dr. Moore mentioned about not wanting to dump either end. differing voices are allowed to differ. Mr. Asbury – conflict of interest is not to be avoided at all costs – In my business, it needs to be learned from, and discussed and managed. Mr. Robinson – I see this motion as a call for a vote for no confidence in these two BOD members– we as parents watch what they do – if in fact this board cannot function at a later date we can change that. Mrs. Sharp clarifies– recall not necessarily a vote of no confidence. But we get to choose – They are now allowing it to be our vote instead of theirs. Mrs. Ketcher - Peel is recent. Mr. Geib met qualifications for his term – need to give them time to absorb this and give them time. I disagree with what they have done but need to give them time. Mrs. Van Maren – this is not about second chance – a split bod is hard to keep the school going in right direction, the function of the school breaks down, especially in a year of renewal. This is the year of the charter renewal. Jerry Patterson, is the bod split? I have been to many board meeting and have never seen a split. I think all 5 are looking out for best of school. Maureen Schaffer given trust issue and gravity of issue to oust founders with no reason – this warrants the opinions of the parents. Recall vote will express parent body. There are bylaws in place. BOD is split and this is not good. If we do what the majority of the parents feel, everyone will be vindicated. The board is not likely to go in positive directions with these members. Mr. Dubler – the most effective process that I am familiar with for everyone to quit and reorganize. Issue tonight is only tip of the iceberg, There are obviously alternative agendas. We couldn't see, Dr. Moore has to know. We need to resolve quickly. Because these guys did not withdraw the first resolution, in light of the parent discussion - this shows they are not listening to parents. Dubler asked for Geib's resignation today opening up a new board

position. Mr. Geib- do you have the character to do this? Barry gives legal definition of recall. This BOD of directors is a Colorado Non-Profit Corporation. Therefore, governed by the statute. The statute states that two alternative routes for recalling directors. One – special meeting of members has to be called. by either a vote from board -like we are doing – or a majority of the members asking for a recall. Members vote and statute says the number of members voting for the recall exceeds the number of members needed to vote a member in – in other words, a majority. The director would be recalled.

7. Jerry Patterson – look at how recall can disrupt the board and does not look good for recharter. Either way its bad to proceed in either direction, it would upset the school in either way. We are giving people yet another reason in this community to dislike us. Kim asks Barry Arrington to explain legal grounds for which we can be non renewed (revoked)– Barry - BOD disruption is not in question for rechartering– its whether this school is in the best interest on the children. It is Barry's legal and political opinion that our charter is a shoe in. They will not turn down the 2<sup>nd</sup> school in the state. Janelle Ketcher asks Dr. Peel and Marc Geib why they have nothing to say– who are you , please talk to us. there has been no real discussion from Mr. Geib -we are just like Dr. Moore, you have kept us in the dark. Why won't you speak, why won't you defend yourself? Mark Geig – I don't think this is the right forum for that. Jill Dubler asks the same question. Mrs Busek is sorry but does not understand why these two men wont speak up and defend themselves. Mrs. Ketcher – I do not want to make a knee-jerk reaction but if you do not stand up and defend yourselves why would we vote for you? Mr. peel says he will respond – I have 4 kids in the school and I am absolutely 100 % committed to this school. We home schooled in Texas using The Well Trained mind. I ran for BOD because I am committed to this long-term future of this school. I want to be a part of making sure this school maintains its integrity. This resolution was probably not the best but there are still some issues. I am glad to put my position on this board in the hands of the people. Pete Dubler asks, what are these issues? Kraig Peel says - this is not the time. Jim Powers says – I am a bit torn, maybe I should be a part of this vote. I am not happy with the way this resolution has been crafted and our hearts have maybe mis-defined. Could this conflict of interest policy be redrafted? What to be above board board. Want the appearance of no conflict so these ladies can remain in both positions. Kim says she wants to be impartial – there is 4 months of history – when an issue comes up –we write a policy- a policy requires being on the agenda 3 times and we had to discuss this 3 times. So the conflict of interest policy was re-ratified in Aug so it first came on the agenda in May. Kraig Peel was not on the board. But this was accepted unanimously. We had a process, it was on the agenda and we had no concern for three months and no one brought this forward. Kraig Peel asked Mr. Carpine about the Kim, Peg, and Terrence show. Mr. Carpine brought it to the meeting and Kraig Peel sat there and did not speak up. Mr. Geib at that time said why wouldn't it be the Kim and Terrence show, they are the principal and president of the school. Mr. Carpine wants to know why it wasn't discussed then? What I brought up was this exact issue – why didn't you trust me then. Dr. Moore wants to address semantic issues – When has this ever been an issue in the school? Kraig Peel says his problem it he does not understand how Kim can be your boss and employee at same time. How does this work? I am not accusing anyone of abusing this, but what if it happens one day. We need to do something about it. April Trelour says you fire her then if she doesn't do a good job ( discussing Kim as registrar) but Kraig says you can't she is the chairman of the board. Mr. Peel says we are digressing away from the issue and calls for a vote for a motion on

the table – Dr. Moore – you have seen how this works why wouldn't you watch for awhile you are new on board? Why wouldn't you question the principal and try to understand, if you didn't like your answer, we would discuss it at a board meeting. This resolution came across because Mr. Geib gave Kim and Peggy direction over email. This is not allowed, according to Board Principle #3. This is a free lance order with no board discussion. A week before we were to have a board meeting where this was on the agenda, Mr Geib wanted to call emergency meeting w/o Dr. Moore. When Dr. Moore told Marc he would be out of town, Mr. Geib said you can't vote anyway. Three BOD members (or maybe just two) discuss over email, get together and decided to direct us what to do over email. this is a violation open meeting laws. You cannot have board members telling other board members what to do over email. Also, meetings have to be posted 24 hours in advance. This whole thing was a sneak attack. Maybe this resolution had the correct intent or not – Mr. Geib has not disclosed this. But what we got was an ultimatum. But the issue is all about trust – there were many ways to deal with this, this is the worst way – Kim and Peg have always gladly recuse themselves. Kim and Peg made the school gain \$400,000.00/yr by getting bonded, with a little help from Terrence and Dom. They were instrumental getting this money; we have an executive session and vote to give raises to teachers; they are asked to leave the room after giving a raise to the teachers and the BOD decides to give them nothing. Where is the conflict of interest there? Why make this huge resolution when these ladies have done nothing but good. I get no answer from you. If anyone would have been hurt by this it would have been Dr. Moore. Barry Arrington would like to comment that has nothing to do with legal advise but from the perspective of being involved in charters from the beginning of charters in the state of CO. He was co- founder of Jefferson Academy with Denise Mund. He wants to commend this group – platoons of democracy – important to gaining democracy in this contry. Conflict of interest statue in CO does not say there shall never be any conflict of interest- ever – but it gives flexibility – because some people you can trust and some you can't. Therefore you deal with it on a case by case basis. I suggest you can make a specific BOD conflict of interest policy for bod members and employees – dealing with BOD members that are employees even though these bod members already will and do recuse themselves on all issues of employment. You can write a broad general policy saying what has been going on for all these years. Barry thinks (personally) it is extremely unfortunate that a policy mentioning two people be brought to the table. It is very unprofessional and un-businesslike. You have something precious here – guard it. Mrs. Van Maren – this resolution was brought to the table with no knowledge of who is complaining and what parents see a problem – there needs to be a policy so this doesn't happen again. Mr. Robertson – on accountability committee, we cannot investigate anonymous concerns. There is no way to come to a completely knowledgeable decision, it does not bear same weight. Dr Moore questions validity of claim – how many people are there? How are we to know? Dr. Moore says names have to be attached to know its true. Mrs. Trost – we have stepped into a realm of people who are exceptional and have character. You can differentiate roles and positions to take. I have utmost trust that the people in charge can do this. Mr. Busek – where are these anonymous people who went to talk to Mr. Geib? Where are they? Please speak up. You should be here, this was not a secret meeting, it was advertised more than any other. Where are they??

8. We will now vote to cut off the debate
9. Kraig Peel – YES; Mark Geib – YES; Jim Powers - YES; Peggy Schunk – YES; Kim Miller - -YES; unanimous.

10. Now we are voting for special meeting on Dec 1 for recall of members Peel and Geib.
- 11.
12. Dr. Peel - YES; Mr. Geib - NO Dr. Powers - YES; Mrs Schunk – YES; Mrs. Miller - YES. There will be a special meeting . We need 25 % to be a quorum because there are approximately 398 members. We need about 100 people need to vote. Secretaries will decide exact figure. Only members are parents – may need to address that teachers be able to vote at a later time. This was an oversight, they should be able to vote for board members. Will there be an proxy vote? Yes, Member may vote by proxy – To be valid you must sign appointment form , authorizing in writing to proxy solicitor. It has got to be in writing hand to proxy or transmit to school. If you show up at meeting you revoke proxy. Discussion at meeting – similar to meeting at board. determine quorum – count members and proxy, declare proxy – two purposes to vote for recall of two gentleman – put limits on discussion. the board is not acting as a board. Kim presides over this meeting. Anyone can speak. Who will count votes – teller committee. I hereby move to appoint the accountability committee as teller comm. Can motions be made on the floor? Only to govern meeting. vote by ballot. Dr. Moore suggests this board meeting is over. Dr peel offers a substitute motions to post pone rest of meeting. Peggy seconds. Budgets need to go to district – redo after Oct count. Vote to post pone rest of meeting: Kraig Peel --YES; Mark Geib – YES; Jim Powers – NO; Peggy Schunk – YES; Kim Miller - YES.
13. Meeting adjourned @ 9:54

- B. Enrollment /Lottery Update-2005-2006.
- C. Info Meeting –Update
- D. Policy Violations/Communications – Report –
- E. Facility
- F. Review Action Items –

V. Community Comments –

VI. New Business

- A. Policies Third & Final Reading – Policy Revision
  1. AP 3.5 Student Network Acceptable Use
- B. 2nd Reading –Revision/Review
  1. E 2.1 Selection Process
- C. 1st Reading –
  1. SE 13.0 Philosophy of Sports
- D. Consent Agenda
  - a. Confidential Personnel Actions –

VII. Budget Work- Update

VIII. Other –

IX. Community Comments

Meeting adjourned at

X. Executive Session

Meeting adjourned at