

# STEM School Board of Directors Meeting

April 6, 2021  
5:30pm – 7:00pm

## MINUTES

### I. Call to Order 5:32

Change in Schedule: Rudy Lukez requests to move the Class A Board member discussion to follow the student leadership report in order to discuss and vote on the appointment of two new board members

#### i Roll Call: 5:34

BOD Members in attendance: Rudy Lukez, Nicole Smith, Roy Martinez, Ramesh Thatavarthi, and Nate Angell

Staff Attendees: Penny Eucker, Robert Hoornstra, Nicole Bostel, Karen Johnson

Proposed Class A board members: Carla Gustafson and Kelly Reyna

#### ii Pledge of Allegiance: Nate Angell

#### iii. Reciting of the Mission Statement: Nicole Smith

### II. Review and approval of previous board meeting minutes:

Motion to approve: Nate Angell

Motion to approve seconded: Nicole Smith

Motion passes unanimously

### III. Student leadership report: 5:40- Brinda Malik

Slide Presentation: Update for upcoming events and recap of past events.

The student body government has created fewer committees with more participants in order to promote the upcoming events, such as Minecraft tournament, movie night, miscellaneous games, 2<sup>nd</sup> spirit week, Senior Sunset and Prom. The details for STEM Prom are being voted on by the student body.

Board Questions: How did the Spirit Week go? Was it hosted and funded by the Student Government?

Answer: It was student government funded and run, and it went really well. There was high participation, especially in person.

### IV. Class A board member discussion 5:48

Rudy Lukez introduces Carla Gustafson and Kelly Reyna as nominees for the open Class A, STEM parent board member positions. We have two terms open, one expiring in 2022 and the other in 2023. Ramesh is finishing his 3 year term and will be up for reelection in May, and has decided not to run for reelection. Once approved, Kelly Reyna will take the 2 year term, filling Michael Greene's spot, and Carla Gustafson will take the spot that renews in 2022.

#### **Motion to invite and accept Carla Gustafson and Kelly Reyna as the Parent Board Class A members as outlined:**

Motion to approve: Roy Martinez

Motion seconded: Nate Angell

Motion passes unanimously

#### New Board Member introductions:

Carla Gustafson is a parent of a STEM 10th grader and a 4th grader who looks forward to joining STEM. Carla volunteered with driveline and BEST Robotics last year, and joined the SAC committee last May. She is currently employed as a chemical engineer.

Kelly Reyna is the parent of a STEM 6th grader and 3rd grader who have been enrolled since 2016. Kelly has also participated in driveline, as a classroom volunteer. She is currently employed as the Director of Operations and Training for an automotive franchise.

Board Comments: Rudy Lukez and Penny Eucker are actively interviewing for the remaining open board Class B positions.

**V. Executive Director's Report: 5:55-** P.J. Eucker PhD

**i. Slide Presentation:** Update for upcoming events, accomplished goals, and future opportunities: In person learning, CMAS/ AP testing, Problem/standard based learning, a pause in our DPS application due to low intent to enroll for 2021-22, and Sterling Ranch.

Regarding Karen Weiffenbach's request to make a policy to ensure that all community statements/questions presented during the BOD Meeting will be responded to within 30 days: Penny Eucker and Nicole Bostel are working together to post public comments, with sensitive information redacted. An official policy has been determined to not be needed.

**ii. Secondary schedule proposal:** Mike Shallenberger has developed a team which is proposing 3 options to the staff.

The top 2 plans presented were:

1. Keep the high school block schedule, but move the middle school to a traditional schedule, where students move every 50-55 minutes. This is intended to help with the shorter attention span of MS students as well as give teachers a daily planning period.
2. MS AND HS use a traditional schedule. We would need to accommodate the apprenticeship programs and college course schedules.

Parent and student feedback is pending to inform which of these plans is best. Additionally, we collected the course preferences that students are wanting next year so we know what to offer.

**iii. Culture Climate at STEM**

Mike Shallenberger will also focus on the school's culture component. Due to May 7th and CoVid-19 back to back, morale is low. Mike wants to take an active role in looking at our school culture to determine how to make this fun again in order to draw in the teachers that want to do the work that makes STEM so special. If any board members want more specifics, please reach out to Mike Shallenberger

Board Response: Nicole Smith appreciates Mike being an ambassador for STEM. She will be reaching out to him for more details. Penny wants to acknowledge Katie Hoffman for her work as well.

Board Question: Roy Martinez: Is there any concern that changing the school schedule will negatively impact graduation requirements?

Answer: We don't anticipate students having trouble not meeting requirements. Furthermore, if MS is on Traditional and HS is on Block, and MS wants to attend some HS courses, we will be able to work this out to work for those students.

Board Question: Teacher planning period is one of the major points. Would the office hours be different between the 2 plans?

Answer: Office hours would be reduced from two days to one day. They are not heavily utilized presently, so this would allow an hour after school for teacher planning. The goal is to have 55 minutes of office hours so that students have access to teachers for additional support. Penny will provide the results when the vote is closed.

**VI. Public comment 6:10**

i. Heidi Peterson: PTO would like to provide the monthly reports to the board at the board meeting.

ii. Nicole Jones: It's imperative that the board members and admin fight for teachers to keep them at STEM, because the rate that they are leaving STEM is higher than other schools. I've fought for years at DCSD board meetings and strived to create a positive parent community to fight for teachers to make them feel valued and stop the flow of teachers out the door. Our teachers are leaving because they don't feel supported. Do the hard thing so that our teachers feel valued.

iii. Karen Weiffenbach: 2 years of town hall data identifies teacher retention as the primary issue at STEM impacting parent trust. How will our rigor and opportunity remain what we expect of STEM if we lose teachers? Discrete math went away with Mr. Huntington left last year and next year's seniors shouldn't have to go off campus for that. My son is also getting his CSWE which is a professional certification in solid works with Cara Phillips. That opportunity requires codes in order for him to take the test and I'm not sure how he will continue doing that when Cara Phillips leaves. A salary of 40-50 K/year is not enough to replace the caliber of employees we are losing. What is being done to ensure that these opportunities are not lost when we lose these teachers?

Also, I would hate to move away from block schedule for HS. It helps with the stress level in homework in our house and I think it would be an unpopular decision with students and I want to see a balance between student and teacher needs for that decision.

## **VII. Annual Presentation- 6:20- Robert Hoornstra, COO**

See slide show presentation showing complete, current and pending projects

We've made it through 65% of the list of 298 items that Dr. Eucker shared with the board a month ago.

i. The Guardian Indoor Shooting System was installed in October 2020 and has been tested. The March 18, 2021 meeting minutes have the results from the test we conducted along with the Douglas County Sheriff's Department and Johnson Controls Security. We are the 3rd site in CO to have this technology, and the first site to actively test the system. The test went very well and enabled us to make sure the system is viable moving forward.

ii. Out of the five-year plan from 2018-19, we have completed 60% which included the acquisition of 8920 Barrons Blvd. We are working toward the new auditorium and gym addition (more information on this to follow). The focus now is on trying to plan ahead and making sure that we have everything captured for the future.

iii. PTECH lab: We have the layout and are designing the infrastructure in order to finish in late August.

iv. CHSAA: See the slide for the detailed five-year plan for putting in a regulation sized CHSAA gym. We advertised on the Colorado Community Media Magazine looking for Architects, Engineers, and Consultants to provide their qualifications to us. We have received two proposals. If anybody is interested in participating in conducting interviews to select the firm to build the gym and also a two-story addition to the elementary school, please let Robert Hoornstra know. See slides for the full breakdown of how the gym and two story addition will fit into the existing structure.

Board Comments: Rudy Lukez- At the end of February we were officially invited to become part of CHSAA for the next school year enabling STEM to be part of the Confluence League. As part of the CHSAA commitment we are expected to enhance our facilities and make STEM better for our teachers. We've changed the pay structures to better support the teachers.

Board Question: Kelly Reyna- regarding the Guardian Active Shooter Recognition, are we actively running this right now? Is there a reason why we were able to test it and the other schools weren't?

Answer: One site that installed it before us, but they had complications with the technology which has only been out for three years. They had trouble as far as trying to

obtain the necessary testing equipment. To test the system, we used a replica that fires a very specific load in order to replicate a live gunshot. It worked out well and our system performed flawlessly. It is currently running and is linked up with Douglas County Sheriff's Department and is self-regulated. They receive reports instantaneously if anything on the system announces a threat.

Nicole Bostel: The test was done over spring break while there was nobody in the building. We made sure that BASE was not in the building until after the test was complete.

#### **VIII: Board Member Nominations: 6:40**

We are in the process of collecting nominations.

- i. Requirements: Applicants must be a parent at the school and submit a several hundred word maximum essay about themselves and why they want the board position.
- ii. Elections will be run the week of May 10th, Monday, 6:00 AM to 5:00 PM Friday.
- iii. We have approximately 3,000 parents who are qualified to vote in the election.
- iv. The cost to run the election is roughly \$1,000.

Board Comment: Roy Martinez- An explanation of the role and function of the board and administration should be circulated. We've lost four of the last six parents elected partially because they didn't anticipate what their role would be coming into the board. If we could clarify that, it would help a lot.

Response: Rudy Lukez- In the voting tool we can add a page that helps describe additional detail to the ballot questions. I'll help you with that, Roy. I'm proud to say we have the highest turnout of any charter school in Douglas County in terms of parents participating in the election. Nate Angell and I have been discussing how to get him plugged into the league for charter schools so that we can have a more formal, active and meaningful representation with that body. We pay dues to them, so I want to make sure that we are utilizing the training modules.

#### **IX. Adjourn public session 6:47 PM**

Motion to adjourn: Roy Martinez

Motion Second: Nicole Smith

Motion passes unanimously, meeting adjourned: 6:47 PM