



30 December 2022

MEMORANDUM FOR: State of Colorado, Department of Labor and Employment (DLE), Family and Medical Leave Insurance Program (FAMLI)

FROM: Colorado Springs Charter Academy (CSCA), School Board

SUBJECT: FAMLI+ Declination Option

Reference: CSCA Board Minutes 20221215

1. This letter will serve as our position to Decline All Participation from the Family and Medical Leave Insurance (FAMLI) program.
2. The Colorado Springs Charter Academy school board had voted unanimously on 15 December to decline all options based on staffing poll and discussions. See attached Board Minutes (para 5.A., pg. 2-3) to confirm actions were legally taken.

BOBBY H. ADAMS
CSCA Board President



Colorado Springs Charter Academy

Regular Board Meeting Minutes | December 15, 2022 | @6:30pm | Location- CSCA Computer Lab

Vision: We kindle enthusiasm to craft bold and effective citizen-scholars

Mission: Colorado Springs Charter Academy is love for community expressed in action. We are entrusted with dear purchase, to bind our students' days of innocence and joy with structure, content and character. To accomplish this, we cultivate the individual potential of all our students by: providing academically rigorous, proven, content-rich educational programs; developing incisive analytical skills and well-stocked minds; fostering self-advocacy, passion, citizenship, and exemplary character; holding individualized high expectations; involving and welcoming parents and community members.

EPIC - Excellence/Positivity/Integrity with Respect/Citizenship

1. Meeting Called to Order

A regular monthly meeting of the Colorado Springs Charter Academy board of directors was called to order by Board Chair Bobby Adams at 6:36pm.

Roll Call

Board members present were Board Chair Bobby Adams, Jill Gaebler, Jennifer Smith, Najah Lamborn, Anna Mitchell, and Sarah Shaffer

CSCA staff attending the meeting were HOS Zoe Ann Holmes, IT Manager Kevin Dolley, Shannon Larson, Aleah Holt, Kelly Miller, Shawna Temple, Becky Anizell

Also in attendance: John Brendza from CSI, Amanda Karger (financial)

2. Approval of Agenda and Prior Meeting Minutes

Jennifer Smith made a motion to approve the November board meeting minutes, Sarah Shaffer seconded the motion. Motion passed: 5 approved and 1 abstention (Anna Mitchell).

Bobby Adams requested to amend agenda to remove the item regarding teacher Christmas bonuses as that is a Head of School responsibility and there is no need for the board to vote. Jill Gaebler moved to so amend the agenda. Jennifer Smith seconded the motion. Motion passed unanimously.

3. Public Comment

Board Chair Bobby Adams requested any public comment. No public comments.

4. Presentations and Reports

A. SAC Report: Mrs. Miller - By-laws for SAC are being created. Family engagement ideas growing. UIP (Unified Improvement Plan) being worked on.

B. Financial Committee Report: Amanda Karger – School trending on budget. Negative variant due to lower student count. Leaving positions vacant continues to hold school on target. Supply cost saving measures were implemented by HOS before school started this year which are also keeping us on budget.

C. School and PTO updates: Zoe Ann Homes

School Update: Enrollment sits at 314. Fire drill successful today. Updates on ongoing maintenance were given. Mid-year NWEAs are taking place. 43% of students in red tested out of intervention after 40 days of working with reading intervention teacher Mrs. Miller. School has seen 29% growth in reading compared to national average of 13% MS – Science fair is collaborative between writing and science. Science fair will be held Feb 10. More volunteer judges needed. December CORE virtue is Service. Student Council gave options for school wide service project, The student body voted and chose the American Heart Association. In addition, on Dec 10th, fifteen students served with Love Your Neighbor to build bunk beds for kids in need. Book Buddies takes place December 16th followed by an All-school assembly. The Snowball dance was successful. Holiday shop with local vendors was very successful.

A New Athletic director has been hired. An offer has been made to fill the P.E. teacher position. The 23-24 school calendar work will begin in January. Still need a volunteer to help with lunch 11:30-1:30pm.

PTO Update: Amber Davis sent notes: Basket auction was successful, Staff gifts have been passed out from PTO, Cane's Dinner night successful. PTO requests to change name of potential new Parent Volunteer Committee to Service Committee (or something similar) to avoid confusion. Penny wars are going on now as a fundraiser.

5. Board Action Items

A. FAMLII Insurance

There was discussion of the three options available to the school. HOS had polled teachers. After full discussion Sarah Shaffer made a motion to Decline all participation in the FAMLII program. Jennifer Smith seconded. Motion passed unanimously. Board Chair Bobby Adams

and HOS Zoe Ann Holmes will send proper notice to the FAMLI division as required by the state to opt out of the program.

B. Facility Policies

Review of Residential and Facility Rental Policies created by Jill Gaebler to protect the school and create fair practices. Discussion ensued. Questions were brought and it was agreed that the residential policy will be reworked to clarify a few of those concerns. Jill Gaebler Moved to table this vote until January 19th board meeting. Sarah Shaffer seconded. Motion passed with 4 votes of approval. Najah Lamborn and Anna Mitchell opposed.

6. Board Action Items: Consent Agenda

No consent agenda items

7. Executive Session

The board did not convene in executive session

8. Other Business

Strategic Planning set to begin in January

Looking to fill permanent Treasurer position on the board in January

Future meeting topics:

By-laws changes approval

Residential rental policies

9. Adjourn

Jill Gaebler made a motion to adjourn. Jennifer Smith seconded. Motion carried unanimously 7:40pm.

We kindle enthusiasm to craft bold and effective citizen-scholars.