



NORTH SIDE COMMUNITY SCHOOL
Board Meeting Minutes
March 12, 2019

Present: Board Members: Jim Brigham, Michael Zuccarello, Vivian Gibson, Alison Nash, Byron Francis (by phone), Kathy Anderson, Ryan Bumb, Tom Hoerr, Mike Carpenter, Ross Woolsey (by phone), Chris Haffenreffer (by phone), Ken Rinderknecht.
School Administrative Staff: John Grote, Stella Erondy, Janine Gorrell, Brian Gross, Deb Cottin.
Others: Lindsey Smith, Deputy Chief of Attuned Education Partners (by phone).

4:45pm Meeting called to order by Jim Brigham.

Minutes for February 12, 2019 meeting were reviewed and approved.

Mike Carpenter was welcomed by all as our new Board member.

1. Administrative Report: Stella Erondy and Janine Gorrell reported on attending a workshop and training in New York City at Success Academy. They viewed only elementary school classes, observing math classes of 30 students with 2 certified teachers, each serving as support for the other. The training emphasis was more about pedagogy than curriculum, involving teaching students different ways of communicating. Expenses for Stella and Janine were paid for by the Opportunity Trust.
2. Parent and Community Engagement: Alison Nash had nothing new to report regarding the PTO. We do have PTO officers and more PTO events will be planned.
3. Finance: Brian Gross reviewed the checks over \$10,000 for the month of February, 2019. The check register for February, 2019 was reviewed and approved.
4. Development: Deb Cottin reported on progress of the Magic of Childhood Gala (MOC). Plans are proceeding with a solid commitment of 286 attendees at this point. \$92,000 in sponsorship commitments have been secured so far. Board members who are table captains were encouraged to submit the names of the people to be sitting at their tables. There will be student art work for sale, and both a wine pull and a bourbon whiskey pull.
5. Facilities: Kathy Anderson reported the Master plan for new building construction and potential future growth should be ready for presentation and discussion of specifics for the April

Board meeting. It was discussed there may be a need to push back until May the beginning of the formal capital campaign for the new building construction. No determination has been made yet whether to hire an outside firm to assist with the capital campaign. Documentation and reports are in place to begin to break ground.

6. Codification Report: Janine Gorrell stated the Report seems complete and in line with what North Side does and believes. John Grote expressed the purpose of the study was to codify what North Side does that has been successful, for the new Executive Director to carry on with, at least during his initial time at North Side.

Lindsey Smith of Attuned Education Partners joined the meeting by phone to present a briefing and respond to questions regarding their Codification Study of North Side. Ms. Smith briefly discussed her experiences working with Denver Public Schools. She stated the purpose of the Study: to identify and describe essential elements of North Side Community School, and to identify areas in which to build from North Side's strengths.

Ms. Smith reviewed processes involved in Phase I of the study, including: On-site interviews with North Side leaders, teachers, students and parents; conducting focus groups; reviewing documents and artifacts, and multiple classroom observations. Phase II included follow-up classroom visits, further teacher interviews, and analysis to identify characteristics and factors involved in 6 core elements of North Side's program: 1. Clear and High Behavioral Expectations; 2. Focus on Academic Character; 3. Student Enrichments; 4. Focus on ELA; 5. Focus on Math; 6. Learning Structures for Teachers. Ms. Smith stated Attuned's report also identified a number of foundational drivers implicit or ingrained in North Side's DNA, including: small class size, lots of individual student attention, the extended day, and a focus on teachers and the classroom as key priorities.

Ms. Smith responded to some questions regarding math, ELA, and science and technology development. She commended North Side for a pedagogy of offering the best resources and enrichments to impoverished students. Ms. Smith indicated she will be available to work with the new Executive Director.

7. Governance: Tom Hoerr talked about and generated some discussion around expectations of what the Executive Committee could and could not do. The Resolution of the Board of Directors of Progress in Education, Inc. was discussed. The intent is to pass a Resolution which would need to be renewed on a yearly basis. Byron Francis stated the desire is to delineate the kinds of matters that could happen and could be addressed between Board meetings - "cannot wait" emergencies or other matters the Executive Committee could deal with outside of full Board approval. It was noted by Byron the last amendment to by-laws occurred in 2015. It was suggested to have Margaret Hess do a comprehensive review of by-laws to determine they are in compliance with current law.

Some discussion was held regarding certain aspects of the Resolution. Jim suggested the Board approve the Resolution and he would pass the new draft on to Margaret Hess to review our by-laws for compliance. The Board passed the attached resolution unanimously.

Regular meeting was adjourned at 6:10pm to begin Executive Session.


Executive Session began for the purpose of discussing and voting on acceptance of Chester Raymond Asher as successor to John Grote as Executive Director. Asher, as he prefers to be

addressed, has accepted the contract offer. Michael Zuccarello presented a biographical review of Asher's impressive academic and employment history. Michael and Jim described Asher as a great communicator and outlined the other very positive characteristics which resulted in his being the Search Committee's unanimous choice among the search finalists. Asher's annual salary is set at \$160,000, with set performance bonuses in the contract - to a maximum of \$10,000 per year. Bonuses would be paid out only if North Side has a budget surplus for the year. Asher will be part of the pension plan.

The vote of the Board was unanimous to name Chester Raymond Asher as successor to John Grote as Executive Director of North Side Community School. His employment will begin on May 1, 2019.

Executive Session was adjourned at 6:35pm.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Ken Rinderknecht".

Ken Rinderknecht, Secretary

**RESOLUTION OF THE BOARD OF DIRECTORS
OF PROGRESS IN EDUCATION, INC.**

Effective Date: _____

COMES NOW the Board of Directors of Progress in Education, Inc. ("PIE") and hereby adopts the following resolution pursuant to the By-Laws of PIE:

WHEREAS, Article VII of the By-Laws of PIE provides for an Executive Committee to be comprised of certain designated members of the Board, which Executive Committee is to be, at all times, on call of the President between meetings of the Board of Directors to act on certain matters, and;

WHEREAS, the matters upon which the Executive Committee are to act shall be delegated expressly to the Executive Committee by the Board either by an annual resolution of the Board or by resolution at a duly designated meeting of the Board, and;

WHEREAS, the Board desires to adopt an annual resolution to delegate to the Executive Committee certain responsibilities of the Board so as to empower the Executive Committee to act on certain matters between meetings of the Board of Directors.

NOW THEREFORE, BE IT RESOLVED, that the Executive Committee is hereby granted the following powers, duties and responsibilities to act in lieu of the Board on the following matters:

1. To evaluate the Executive Director on at least an annual basis;
2. To establish the Agenda for all Board meetings;
3. To approve the check register of PIE between meetings of the Board;
4. To approve certain fundraising activities as may be submitted to the Executive Committee by the Development Director and/or the Development Committee;
5. To approve certain facilities expenditures below \$50,000 as may be submitted to the Executive Committee by the Executive Director and/or the Facilities Committee;
6. To approve the employment of consultants and service providers as may be submitted to the Executive Committee by the Executive Director up to the amount of \$10,000;
7. To hear, and act upon, such personnel and disciplinary matters as shall be brought to the Executive Committee by the Executive Director;