



SOAR Board of Directors Meeting
February 9, 2024, 9:45 am - 12:00 pm

Staff Attendance: Kate Bergles Principal, Sonia Sisneros Senior Director, Christi Goetz Director of Academic Programming & Multilingual Education.

Board Attendance: Rona Wilensky Board President, Marisela Toscano Vice President Board, Liane Morrison Treasurer, Jamita Horton Secretary, Michelle Tyrus Board Member.

Board Absence: Samm Donelson Board Member.

Staff Absence:

Location: SOAR Charter School 4800 Telluride St. Bldg. 4, Denver CO 80249

Join Zoom Meeting

<https://us02web.zoom.us/j/87990834535?pwd=b2poZEpVZFpTcysrYWZhZdm1ZdzEzQT09>

9:45 am Welcome and Check in:

9:57 Rona Wilensky Board President:

Motion to convene meeting – Michelle Tyrus Board Member

Second – Liane Morrison Treasurer

All in favor, approved unanimously.

9:57 am Consent Agenda (January):

Motion to approve the consent agenda – Jamita Horton Secretary.

Second – Marisela Toscano Vice President Board.

All in favor, approved unanimously.

- Minutes:
- Monthly dashboard:
- Monthly financials:

Consent Agenda (February)

Motion to approve the consent agenda – Liane Morrison Treasurer.

Second – Michelle Tyrus Board Member.

All in favor, approved unanimously.

10:00 am FY25 Salary Schedules

Instructional Staff 5% increase plus step increase.

Instructional Assistants Staff 2% plus step increase.

Motion to approve the FY25 Salary Schedules – Michelle Tyrus Board Member.

Second – Liane Morrison Treasurer

All in favor, approved unanimously.

Revised Investment Policy Approval:

CSafe Investment Policy

Motion to approve the Investment Policy Approval – Jamita Horton Secretary

Second – Marisela Toscano Vice President Board

All in favor, approved unanimously.

Revised Leadership Bonus Policy Approval (contract Template)

Embedded in employee contracts, done annually.

Discussion on the SPF points on determining bonuses, 4.5 points.

Bonus up to 2.5% for each.

In the future, the SPF goals will be set in Fall for the next following year.

Strategic plan will start implementing matrix.

What is our target for SPF for the next year. SPF comes out the last week of September, next fall calendar year. UIP was due in January. Align the SPF, leadership goals, and when the UIP is due.

Approving knowing each year the SPF goal will be reevaluated and embedded in the next following contract.

Motion to approve the Leadership Bonus Policy Approval – Liane Morrison Treasurer

Second – Marisela Toscano Vice President Board

All in favor, approved unanimously.

10:24 Sonia Sisneros Senior Director Report:

- Staffing & Contracting Process Underway
- Staff Wellness
- There were staff changes this week.
- Enrollment, regarding the new school in the community.
- Book club.

10:38 am Kate Bergles Principal Report:

- General School Update:
 - An increase in students coming into the office.
 - Therapy outsources.
 - Communication to families with leading and leaning into SOAR habits.
 - 2nd Step curriculum, point and click curriculum, and implement SOAR habits with the curriculum.
 - Additional training.
- Black History Month Update:
 - Purchased materials for classroom and modeling it with SOAR habits. More interactive materials for students.
- Strategic Plan Update:
 - Attendance contract night.
 - Family engagement night.
 - Math night in Spring.
 - New commers.

11:12 am Christi Goetz Director of Instruction and Multi-Lingual Education:

- i-Ready Data K-5 October 2023 – January 2024 Data Comparison (Percentage of students at each Teir):
 - We are held accountable for K-3, but this is reporting on K-5.
 - i-Ready data progress vs State of Colorado and Denver Public Schools progress matrix are different.
 - Optimistic, excited, for 3rd grade students and teachers working hard.
 - Concerns with 4th and 5th grade.

11:23 am Board Business

- Samm Donelson Board Member last meeting.

11:25 am Executive Session Begins

Motion to move to executive session – Marisela Toscano Vice President Board
Second - Michelle Tyrus, Board Member
All in favor, approved unanimously.

11:25 am Kate Bergles, Principal – Principal Goals

- Review goals and progress thus far
- Revisiting trust as a theme
- Retention – Concerns on retention for staff members of color
- SOAR Leadership Survey

11:52 am Motion to adjourn: Rona

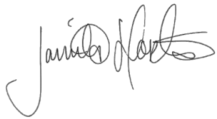
Motion to Adjourn - Liane Morrison Treasurer

Second – Jamita Horton Secretary and Michelle Tyrus Board Member

All in favor, approved unanimously.

11:53 am Adjourn

Preparer: Kelly Moulton

A handwritten signature in cursive script, appearing to read "Jamita Horton".

Reviewer: Jamita Horton