

**MINUTES  
OF THE MEETING OF THE  
AMERICAN LEGACY ACADEMY BOARD OF DIRECTORS  
NOVEMBER 1, 2022**

The Board of Directors of American Legacy Academy held a meeting on November 1, 2022, at 4:00 p.m. at 1039 Main St. Suite K Windsor, CO 80550 and via Zoom meeting.

**1. (a) CALL MEETING TO ORDER AND (b) APPROVAL OF AGENDA**

The meeting was called to order by Board Chair Babcock at 4:02 p.m. Present were Board members Julie Babcock, Corey McOuat, Kate Guden, and Cheryl Brown.

Also present were Academica representatives Trevor Goodsell, Craig Horton, Joani Zibert, Gayle Jefferson, Paul Ballou, and Sunny Ranieri; as well Building Advisory Committee members David Sislowski and Luke Alles.

**The agenda was approved by consent, tabling item 4a.**

**2. PUBLIC COMMENT**

There was no public comment.

**3. MEMBER REPORTS**

There were no member reports.

**4. ACTION AND DISCUSSION ITEMS**

**A. POSSIBLE ACTION TO APPROVE THE MINUTES FROM THE OCTOBER 4, 2022 BOARD MEETING AND THE OCTOBER 18, 2022 WORK SESSION**

**With only one set of minutes available, this item was tabled to the next board meeting.**

**B. INTERVIEWS WITH BOARD MEMBER CANDIDATES LUKE ALLES (4:10), SPENCER HARRISON (4:30), AND SUSAN HARTING (4:50)**

Résumés for each candidate was provided to the Board and included in the support materials, and each was asked the following questions:

1. Please tell us what you understand to be American Legacy Academy's mission, and what that mission means. Are you prepared to uphold that mission above all else? Explain how and why you would do that?
2. Why are you interviewing for this position?
3. Part of this vacant board seat is being part of the building committee. Do you have an extra 10 to 15 hours a week to be part of this committee?
4. What skills and attributes can you add value to this building committee?

5. How do you handle rejection, and will you continue to help American Legacy Academy if you are not chosen?
6. Give us an example of when you had to act fast in a situation and make a choice quickly.
7. What life experiences or skills do you have that would lend to the Board of Directors? And why would those skills and experiences help us move our cause forward?
8. Obviously, any board has disagreements, give us an example of how you dealt with a situation where you did not agree with someone?

**During the introduction and interview session Mr. Luke Alles relayed the following:**

- He had become increasingly concerned with the direction public education was taking and felt a classical education was what the community needed.
- He was a consultant specializing in project management, which was a skill that could be valuable for ALA, especially in the early stages.
- He understood a classical education as the character and virtue of the children, in addition to lifelong learning and bettering the students. He was 100% committed to the mission and vision of ALA.
- He was prepared to continue to work on the BAC as a liaison, understanding the time commitment involved.
- Regarding decision making, Mr. Alles stated that going back to the mission and vision would always lead to the best decision.
- He would be willing to work and support ALA whether or not he was elected as a board member.
- When confronting disagreements, he believed in stepping back and trying to see other's perspectives and making sure of the facts. It was also important not to take things personally.

Mr. Alles had the opportunity to ask the Board questions as well.

**During the introduction and interview session Mr. Spencer Harrison relayed the following:**

- He had attended ALA informational meetings and had decided that was where he wanted his children to attend. As a parent, he wanted to be involved in a cause bigger than just education.
- He had many connections in the community that would be an asset to the Board.
- He felt the mission was very "back to the basics," and setting kids up for success in the future. He was committed to upholding the mission and vision.
- Mr. Harrison did have the time necessary to serve on the BAC, and would welcome the opportunity to do so.
- He was very familiar with making quick decisions, mostly in response to negative situations. He relayed a personal experience illustrating the question, noting that, as a Board member he would hope to have time to analyze and discuss important topics.
- He was definitely willing to continue to support ALA if he was not elected, and further expressed his interest in serving on the BAC or other committees.
- Mr. Harrison felt disagreements were best resolved by talking it out and having a rational discussion, noting that he used common sense and would keep in mind what was best for kids.

Mr. Harrison had the opportunity to ask the Board questions as well.

**During the introduction and interview session Ms. Susan Harting relayed the following:**

- She was interested in the opportunity to directly pour into the lives of students what she believed. She was very passionate about education, having experienced being in a school district that let her down.
- One of her skills was that she was a planner and she could see the broad picture in a lot of detail. She also had a background in science and finance.
- She believed in the ALA mission and vision and its focus on education, and also read the entire charter document.
- Ms. Harting believed she had the time to serve on the BAC, noting that she had a lot of experience with HOAs and the construction aspect. She also had a working knowledge of budgets.
- She did have experience making quick decisions, specifically in her personal life; however, she felt the key was not to panic and to look at the facts before making a decision.
- She would be willing to be an advocate for ALA even if she was not elected, and would be happy to volunteer in any way she could.
- Ms. Harting believed an important aspect of working through disagreements was through asking questions and presenting facts.

Ms. Harting had the opportunity to ask the Board questions as well.

**C. DISCUSSION AND POSSIBLE ACTION TO ELECT A NEW BOARD MEMBER**

After some discussion and with the Board members acknowledging that each candidate had much to offer, the Board determined it would be best to hold a special meeting on November 9<sup>th</sup> at 3:00 p.m. to elect a new member.

**E. UPDATE FROM BUILDING ADVISORY COMMITTEE**

Mr. David Sislowksi addressed the Board and stated that there were two potential temporary locations, including a location in Windsor that must be retrofit. They met the architect at CIVICA to look at their facility. Once the costs had been determined, that would lead them to a discussion about whether or not it was something they could afford. They were also looking at the Tailholt site for a 2024 opening, unless the Board decided otherwise. They were contacting several developers for proposals as the cost of the school designed by Neenan was far too high. Some discussion ensued regarding how the costs had changed and increased, especially in terms of the developer, which had pushed them to reach out to a developer who could offer a lower price.

Mr. Sislowksi had reached out to Charter School Development Corp., which was a full service development offering services at a low interest rate. They were significantly lower than Performance and might be the best option. Discussion continued with the Board discussing the various enrollment options, and what to expect each year as enrollment increased. Mr. Horton would meet and review the RFP with Mr. Sislowksi. Mr. Goodsell might have some input as well.

Member McOuat asked if they had back-up plans if the temporary sites in the forefront fell through, to which Mr. Sislowski stated that there were a couple of other potential sites that were possibilities. Mr. Horton recommended working quickly on securing a site. Mr. Sislowski expressed concern with the cost that will go into a temporary site.

**D. UPDATE REGARDING THE PRINCIPAL SEARCH**

Member Brown stated that the Recruitment Committee had narrowed the candidate pool to three. It was proposed that the interviews take place at a special board meeting in lieu of the work session scheduled for November 15<sup>th</sup>. Each interview would take place in an executive session for approximately 50 minutes each. They would most likely hold the meeting at CIVICA. Mr. Horton stated that after selecting a candidate they would need to post their selection for two weeks for public comment.

**F. EXECUTIVE SESSION: THE AMERICAN LEGACY ACADEMY BOARD MAY ENTER INTO EXECUTIVE SESSION PURSUANT TO C.R.S. 24-6-402 (A) THE PURCHASE, ACQUISITION, LEASE, TRANSFER, OR SALE OF ANY REAL, PERSONAL, OR OTHER PROPERTY INTEREST; C.R.S. 24-6-402(4)(E): NEGOTIATION STRATEGY AND INSTRUCTING NEGOTIATORS, I.E., CONTRACT NEGOTIATIONS.**

**There was no executive session.**

**5. PUBLIC COMMENT**

There was no public comment.

**6. ADJOURN MEETING**

**Member Guden moved to adjourn the meeting. Member Brown seconded the motion, and the Board voted unanimously to approve.**

**THE MEETING WAS ADJOURNED AT 6:01 P.M.**

**APPROVED ON: NOVEMBER 9, 2002**

  
Kate Guden (Jan 2, 2023 11:34 MST)

---

**SECRETARY OF THE BOARD OF DIRECTORS  
AMERICAN LEGACY ACADEMY**